

KDJE, KHKN, KMJX, KSSN
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

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 |
|--------------------|--|-------------------------------|
| Receptionist | 4-5, 8 | 4 |
| Account Executive | 1-2, 4, 6-9 | 4 |
| On Air Personality | 3 | 3 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|---|--|---|
| 1 | Arkansas State University PO Box 2490 Jonesboro, Arkansas 72467 Phone : 870-972-3025 Email : carolyne@astate.edu Fax : 1-870-972-2783 Carolyne Edwards | N | 0 |
| 2 | Employee Referral | N | 1 |
| 3 | Exigent Circumstances | N | 1 |
| 4 | 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 | 5 |
| 5 | My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell | N | 0 |
| 6 | On Air Recruitment Ad/Job Fair | N | 1 |
| 7 | Self Referral | N | 1 |
| 8 | University of Arkansas at Little Rock 2801 South University Little Rock, Arkansas Phone : 501-569-3359 Url : http://ualr.edu/careerservices Email : recruit@ualr.edu Brian Henderson | N | 0 |
| 9 | Unknown (source not adequately identified upon inquiry by SEU) | N | 1 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 10 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|--|---|---|
| 1 | 2/3/2015 | Participation in events or programs sponsored by educational institutions | Our SEU hosted a student attending Russellville High School to "job shadow" our Program Director, who gave the student a behind-the-scenes look at the operation of a radio station cluster, a tour of the production room and a chance to participate in an on-air broadcast. | 1 | Program Director |
| 2 | 2/5/2015 | Establishment of an intern program designed to assist members of the community | During the spring semester of this reporting period, our SEU, in conjunction with the Arkansas Broadcasters Association, hosted one intern from Northeastern State University. SEU staff members provided the intern with a behind-the-scenes look at the operation of a radio station cluster. The intern learned about the function of each department by "shadowing" various staff members and was given the opportunity, with supervision, to participate in sales calls and presentations as well as on-air broadcasts. He was also encouraged to ask questions, especially about jobs in radio and seek career advice. | 4 | Market President Operations Manager Promotions Director Senior VP of Sales |
| 3 | 6/2/2015 | Establishment of an intern program designed to assist members of the community | During the summer semester of this reporting period, our SEU, in conjunction with the Arkansas Broadcasters Association, hosted one intern from University of Central Arkansas. SEU staff members provided the intern with a behind-the-scenes look at the operation of a radio station cluster. The intern learned about the function of each department by "shadowing" various staff members and was given the opportunity, with supervision, to participate in sales calls and presentations as well as on-air broadcasts. She was also encouraged to ask questions, especially about jobs in radio and seek career advice. | 4 | Market President Operations Manager Senior VP of Sales Promotions Director |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|---|---|--|
| 4 | 1/25/2016 | Provision of training to management | Our Regional Vice President and Vice President of Sales completed an iHeart Media corporate online training program entitled "Valuing Diversity" which included information about equal employment opportunity and non-discrimination in the workplace. | 2 | Regional Vice President VP of Sales |
| 5 | 1/25/2016 | Provision of training to management | Our Regional Vice President and Vice President of Sales completed an iHeart Media corporate online training program entitled "How To Hire the Right People," which included information about equal employment opportunity and non-discrimination in the workplace. | 2 | Regional Vice President VP of Sales |