

KCOL-FM, KIOC-FM, KKMY-FM, KLVI-AM, KYKR-FM**EEO PUBLIC FILE REPORT****April 1, 2014 - March 31, 2015****I. VACANCY LIST****See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive - Radio	1-14	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Employee Referral	N	1
2	Facebook na na, Texas Phone : 813-703-8253 Url : social media James Clark Manual Posting	N	0
3	GlassDoor 1 Harbor Dr Ste 300 Saulsboro, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
4	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
5	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
6	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	0
8	Indeed.com 17764 Broad St Stamford, Connecticut Phone : . Url : www.indeed.com Email : htv.careers@hearst.com Career Services	N	0
9	Internal Posting (Bulletin Board) 2885 I-10 East Beaumont, Texas 77702 Phone : 409-896-5555 Debbie Wright Manual Posting	N	0
10	Linked In	N	2
11	LinkedIn na na, Texas Phone : 813-703-8253 Url : Social Media James Clark Manual Posting	N	0
12	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
13	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Station Websites 2885 I-10 East Beaumont, Texas 77702 Phone : 409-896-5555 Debbie Wright Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	4/10/2014	Participation in Job Fairs	Lamar State College - Orange iHeartMedia Beaumont-Port Arthur had a booth at the event where we collected applications and talked with attendees about employment opportunities in broadcasting.	2	Business Manager Finance & Acctg. Support	0.25
2	3/12/2015	Provision of training to management	iHeartMedia Beaumont-Port Arthur participated in online training programs presented by Clear Channel M+E Corporate Human Resources, "Valuing Diversity" which covered topics such as ensuring methods of equal opportunity and preventing discrimination.	1	General Manager	1.00
3	3/31/2015	Provision of training to management	iHeartMedia Beaumont-Port Arthur participated in an online training program presented by iHeartMedia Corporate Human Resources, "Handling Conflict: An Employees' Guide" which covered topics such as constructive & destructive conflict and identifying, recognizing and resolving conflict.	1	Business Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						2.25