

# **Federal Communications Commission**

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**Account number: 781807**

**Description: 2017 - DALLAS-FORT WORTH, TX. SEU**

**Application Reference Number: 20170331ADT**

**Successfully filed at Mar 31 2017 6:20PM**

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Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
<b>FCC 397</b>					
<b>BROADCAST MID-TERM REPORT</b>				FOR COMMISSION USE ONLY FILE NO. - 20170331ADT	
Legal Name of the Licensee CITICASTERS LICENSES, INC.					
Mailing Address 2625 S. MEMORIAL DRIVE SUITE A					
City TULSA		State or Country (if foreign address) OK		Zip Code 74129 -	
Telephone Number (include area code) 9186644581		E-Mail Address (if available)			
FCC Registration Number 0018273367		Facility ID Number 47739		Call Sign KDMX	
<b>TYPE OF BROADCAST STATION:</b>		Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International		Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV	
<b>Application Purpose</b> <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
[Station List]					
<b>Station List</b>					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)	
KDMX	47739	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	DALLAS, TX	<input type="radio"/> Yes <input checked="" type="radio"/> No	
KZPS	6378	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	DALLAS, TX	<input type="radio"/> Yes <input checked="" type="radio"/> No	
KFXR	25375	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	DALLAS, TX	<input type="radio"/> Yes <input checked="" type="radio"/> No	
KHKS	23084	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	DENTON, TX	<input type="radio"/> Yes <input checked="" type="radio"/> No	

KEGL	18114	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	FORT WORTH, TX	<input type="radio"/> Yes <input checked="" type="radio"/> No
KDGE	9620	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	FORT WORTH-DALLAS, TX	<input type="radio"/> Yes <input checked="" type="radio"/> No

**SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:**

Name ELIZABETH GOLDIN		Street Address 1776 K STREET, N.W.	
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2027193199

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

**Section I**

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio?

☐ Yes ☒ No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

**CERTIFICATION**

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.**

Signed	Name of Respondent ROBERT H. WALLS, JR.
Title EXECUTIVE VICE PRESIDENT	Telephone No. ( include area code) 9186644581
Date 3/31/2017	

## GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

### Section II

#### RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: GOLDEN PERRY & LINNE CAUDELL

Title: EXECUTIVE ASST. & OFFICE MANAGER;  
FINANCE DIRECTOR

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

### Section III

#### MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

#### FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to [PRA@fcc.gov](mailto:PRA@fcc.gov). Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

## Exhibits

### Exhibit 1

Description: EEO PUBLIC FILE REPORTS

#### Attachment 1

Description
<u>2017 EEO Public File Report</u>
<u>2016 EEO Public File Report</u>

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
General Sales Manager	1-3, 7, 10, 12, 14, 26-27, 29, 42	42
Web Content Development Support	1-15, 19-20, 22-24, 27-41	13
Digital Content Manager	1-15, 17, 19-20, 22-24, 27-39, 41, 43	43
Outside Sales Account Executive	2, 4-15, 19, 22-24, 28-32, 34-43	42
Outside Sales Account Executive	2, 4-15, 19, 22-24, 28-32, 34-43	42
Outside Sales Account Executive	2, 4-15, 19, 22-24, 28-32, 34-43	43
Director of Integrated Marketing	1-8, 10-13, 15, 17, 19-20, 22-24, 27-43	42
KDGE AM Drive Co-Host	1-2, 4-15, 19-20, 22-24, 27-37, 39-41, 43	43
Digital Content Manager	2-15, 18-20, 22-24, 28-37, 39-41	18
Outside Sales Account Executive	1-2, 4-15, 18-20, 22-24, 28-37, 39-43	42
Outside Sales Account Executive	1-2, 4-15, 18-20, 22-24, 28-37, 39-43	42
Outside Sales Account Executive	1-2, 4-15, 18-20, 22-24, 28-37, 39-43	42
Outside Sales Account Executive	1-2, 4-15, 18-20, 22-24, 28-37, 39-43	43
Outside Sales Account Executive	1-2, 4-15, 18-20, 22-24, 28-37, 39-43	18
Outside Sales Account Executive	1-2, 4-15, 18-20, 22-24, 28-37, 39-43	42
Marketing Director	1-3, 5-15, 18-20, 22-24, 27-37, 39-41	18
Lead KAC – Sales/Client Support Manager	1-3, 5-15, 19-20, 22-24, 27-37, 39-41, 43	43
Finance Analyst	1-3, 5, 7, 10, 12-14, 27, 29, 33	14
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	43
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	43
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	42
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	42
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	43
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	18
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	43
Client Success Manager	1-3, 5, 7, 10, 12-14, 17-18, 27, 29, 33, 42	18

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Job Title: Promotions Coordinator - KHKS 106.1 Kiss FM and 92.5 KZPS	1-3, 5-15, 17-20, 22-24, 27-33, 35-37, 39-41, 43	18
National Sales Assistant	1-3, 5-15, 18-20, 22-24, 27-37, 39-41, 43	43
National Sales Assistant	1-3, 5-15, 18-20, 22-24, 27-37, 39-41, 43	18
Sales Assistant	1-3, 5-15, 19-20, 22-24, 27-37, 39-41, 43	43
Outside Sales Account Executive	1-3, 5, 7, 12-14, 16, 21, 27, 29, 43	43

**KDGE, KDMX, KEGF, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****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 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Ria Denver Manual Posting	N	0
2	Amercian Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Michelle McConnell	N	0
3	American Women in Radio and TV 8817 Greenwood Trail Dallas, Texas 75231 Url : <a href="http://www.awrt.org">www.awrt.org</a> Career Services Manual Posting	N	0
4	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 1-972-241-8270 Lisa Vongthackdy	N	0
5	Career Connection 9800 Preston Rd #232 Dallas, Texas 75230 Email : <a href="mailto:Lisa@CareerConnection.org">Lisa@CareerConnection.org</a> Lisa Miller	N	0
6	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
7	Collegiate Broadcasters Inc Texas Email : <a href="mailto:cbjob@mailman.rice.edu">cbjob@mailman.rice.edu</a> Career Services	N	0

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****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>
8	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : <a href="http://www.concordia.edu">www.concordia.edu</a> Email : <a href="mailto:Leslie.Brunson@concordia.edu">Leslie.Brunson@concordia.edu</a> Leslie Brunson	N	0
9	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
10	Dallas Black Chamber of Commerce 2838 Martin Luther King Jr. Blvd Dallas, Texas 75215 Phone : 2144215200 Email : <a href="mailto:chum@dbcc.org">chum@dbcc.org</a> Fax : 1-214-421-5510 Carmen Humble	N	0
11	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
12	Hispanic Ad.com Texas Email : <a href="mailto:gbhms@mindspring.com">gbhms@mindspring.com</a> Career Services	N	0
13	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	8
14	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	7



**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****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>
15	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
16	Indeed.com	N	2
17	Internal Posting	N	12
18	Internal Transfer/Promotion	N	7
19	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
20	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
21	Linked In	N	2
22	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
23	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****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>
24	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : <a href="http://www.onairjobs.com/employers/">www.onairjobs.com/employers/</a> Email : <a href="mailto:todd@onairjobs.com">todd@onairjobs.com</a> Fax : 1-801-697-6657 Todd Nelson	N	0
25	Paul Quinn College 3837 Simpson Stuart Road Dallas, Texas 75241 Email : <a href="mailto:cmarshall@pqc.edu">cmarshall@pqc.edu</a> Cynthia Marshall	N	0
26	Previous Applicant	N	1
27	Southern Methodist University SMU Box 750256 Dallas, Texas 75275 Pam Jordan Manual Posting	N	0
28	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
29	Tarrant County Community College 828 Harwood Rd Hurst, Texas 76054 Email : <a href="mailto:necareerservices@tccd.edu">necareerservices@tccd.edu</a> Victoria McClerry	N	0
30	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
31	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****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>
32	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
33	Texas Association of Broadcasters 502 E, 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Craig Bean	N	0
34	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
35	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
36	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
37	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
38	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****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>
39	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
40	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
41	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
42	Wilson HCG 400 N. Ashley Drive Suite 3000 Tampa , Florida 33602 Phone : (817) 717-9024 Url : www.wilsonhcg.com Fax : 1-813-418-7437 Auburn Harris	N	26
43	Word of Mouth Referral	N	19
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>84</b>

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****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	5/12/2016	Participation in events sponsored by community groups	Our SEU hosted the iHeartMedia Unplugged event for the Executive Connections C-Suite networking organization in Dallas, Texas, on Thursday, May 12, 2016. Station participants included our Region President, Account Executives and On-Air Personalities for the Cluster. The red carpet event gave the executives an opportunity to see the power behind the magic of iHeartRadio. Our SEC also hosted tours and information sessions with the 45 attendees and the on-air personalities spoke about their experiences with listeners, career opportunities in broadcasting and directed them to the iHeartMediajobs.com website.	10	President AE On-Air Host On-Air Host
2	5/19/2016	Participation in events sponsored by community groups	Our SEU participated in the Dallas Small Business Expo in Dallas, Texas, on Thursday, May 19, 2016. Station participants included one of our VP of Sales and two AE's, who conducted a workshop "Growing Your Business Through Move Effective Marketing" and distributed information about our stations and spoke with the attendees about career opportunities in broadcasting and directed them to the iHeartMediacareers.com website.	3	AE AE VPS
3	6/7/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for 4 students and 1 chaperone from the University of Texas at Dallas online station, Radio UTD, on June 7, 2016. The tour provided a "behind-the-scenes" view of what it is like to work in radio. Participants also had the opportunity to ask questions about broadcasting. The student-run radio station has been presented with the opportunity to transition from an online-only streaming platform to broadcasting on a low-powered FM frequency, which our SEU supported with this tour and exposure to station operations.	1	Public Affairs Director

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

**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>
4	10/19/2016	Participation in Job Fairs	Our SEU participated as a Co-Media Sponsor of the Dallas 16th Annual Diversity Employment Day Career Fair in Dallas, Texas on Wednesday, October 19, 2016. Station participants included our VP of Sales and Public Affairs Director, who distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	2	VPS Public Affairs Director
5	10/26/2016	Participation in Job Fairs	Our SEU participated in the Coyle Middle School Career Day in Garland, Texas on October 26, 2016. Station participant was our Music Director/On-Air Personality for KHKS in which she shared information about the radio industry, provided career guidance for the students and distributed information about our stations. In addition attendees asked questions about broadcasting careers, promotions and iHeartRadio events.	1	KHKS Music Dir/On-Air
6	11/12/2016	Participation in Job Fairs	Our SEU participated in the AWM-DFW, Dallas Film Commission and SAG-AFTRA "Media Con – Jump Start Your Career with Industry Pros" Career Fair on Saturday, November 12, 2016 from 9:00 am to 1:00 pm at the Morton Meyerson Symphony Hall in Dallas, Texas. Up to 300 college students from all over Texas majoring in advertising, TV, radio, film digital, journalism, and allied fields were predicted to attend. Station participants included our VPS, Integrated Media Director, Account Executives, and our Public Affairs Director, who distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting, and directed applicants to the iHeartMediaCareers.com website.	5	Senior AE VPS AE Integrated Media

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

**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>
7	2/3/2017	Participation in events or programs sponsored by educational institutions	Our SEU participated in the 2017 Argyle Middle School Career Day and Fair in Argyle, Texas, on February 3, 2017. Station participants included our Public Affairs Director and our Assistant Marketing Director who talked about how they got into radio and distributed information and discussed the industry and open/potential positions.	2	Public Affairs Dir Asst Marketing Dir
8	3/3/2017	Participation in other activities designed by the station employment unit	<p>Our SEU sponsored the Alliance for Women in the Media Ninth Annual Student Media Tour on Friday, March 3, 2017 at the iHeartMedia office in Dallas, Texas. Station participants gave an informative presentation, coordinated different media tours in the North Dallas/Frisco area and organized a Breakfast and Media Tour for all 75 students.</p> <p>Our Vice Presidents, On-Air Talent, Marketing and Event Directors also spoke briefly sharing career advice and insights on the radio industry, along with hosting information session and tours with the college students and chaperones. The students had the opportunity to ask questions about careers in broadcasting with on-air personalities, account executives, promotion coordinators, events, production, marketing, and integrated media staff.</p>	10	Senior AE Events Director Marketing Dir Digital Sales
9	3/27/2017	Participation in Job Fairs	Our SEU participated as a Co-Media Sponsor of the 2017 City of Dallas Diversity Employment Day Career Fair in Dallas, Texas, on March 27, 2017. Station participants included our VP of Sales and EA/Office Manager, who distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	2	VPS Office Manager

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2015 - March 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
Digital Content Director	1-3, 5-10, 13, 15-23, 26-35, 37-40	16
Assistant Program Director	1-14, 16-35, 37-40	16
Account Executive	1-3, 5-13, 17-23, 26-30, 32-40	12
Account Executive	1-3, 5-13, 17-23, 26-30, 32-40	12
Account Executive	1-10, 12-14, 17-19, 21-22, 24-30, 32-41	41
Account Executive	1-10, 12-14, 17-19, 21-22, 24-30, 32-41	41
Account Executive	1-10, 12-14, 17-19, 21-22, 24-30, 32-41	41
Key Account Coordinator	1-9, 12-13, 17-19, 21-22, 24-30, 32-41	41
Account Executive	1-10, 12-14, 17-19, 21-22, 24-30, 32-41	41
Key Account Coordinator	1, 5, 8, 10, 12, 27, 41	12
Outside Sales Account Executive	1-13, 17-19, 21-22, 26-30, 32-34, 36-41	12
Outside Sales Account Executive	1-13, 17, 19, 21-22, 26-30, 32-34, 36-41	12

\* This report was revised in May 2016 to address minor reporting issues.



**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2015 - March 31, 2016****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	Amercian Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
2	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 972-241-8270 Lisa Vongthackdy	N	0
3	Career Connection 9800 Preston Rd #232 Dallas, Texas 75230 Email : Lisa@CareerConnection.org Lisa Miller	N	0
4	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
5	Collegiate Broadcasters Inc Texas Email : cbjob@mailman.rice.edu Career Services	N	0
6	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
7	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	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>
8	Dallas Black Chamber of Commerce 2838 Martin Luther King Jr. Blvd Dallas, Texas 75215 Phone : 2144215200 Email : chum@dbcc.org Fax : 1-214-421-5510 Carmen Humble	N	0
9	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
10	Hispanic Ad.com Texas Email : gbhms@mindspring.com Career Services	N	0
11	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
12	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	8
13	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	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>
14	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Source Manual Posting	N	0
15	Internal Posting	N	1
16	Internal Transfer/Promotion	N	2
17	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
18	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
19	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
20	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : <a href="mailto:registration@myaircheck.com">registration@myaircheck.com</a> Scott Russell	N	0
21	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : <a href="http://www.naja.com">www.naja.com</a> Fax : 612-729-9373 Referral Director	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	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : <a href="http://www.onairjobs.com/employers/">www.onairjobs.com/employers/</a> Email : <a href="mailto:todd@onairjobs.com">todd@onairjobs.com</a> Fax : (801) 697-6657 Todd Nelson	N	0
23	Paul Quinn College 3837 Simpson Stuart Road Dallas, Texas 75241 Email : <a href="mailto:cmarshall@pqc.edu">cmarshall@pqc.edu</a> Cynthia Marshall	N	0
24	Recruit.net 2706, The Centrum 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Online Source Manual Posting	N	0
25	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Online Source Manual Posting	N	0
26	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
27	Tarrant County Community College 828 Harwood Rd Hurst, Texas 76054 Email : <a href="mailto:necareerservices@tccd.edu">necareerservices@tccd.edu</a> Victoria McClerry	N	0

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2015 - March 31, 2016****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>
28	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
29	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
30	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
31	Texas Association of Broadcasters 502 E, 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Email : craig@tab.org Craig Bean	N	0
32	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
33	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
34	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2015 - March 31, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
35	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
36	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
37	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0
38	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
39	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
40	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
41	Word of Mouth Referral	N	8
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>19</b>

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2015 - March 31, 2016****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	5/15/2015	Participation in events or programs sponsored by educational institutions	Our SEU hosted 6 Seagoville High School Students and 4 Chaperones on Friday, May 15, 2015 for a station tour. Station Participants included our Public Affairs Director. Students worked closely with our staff to learn the "behind-the-scenes" functioning of a radio station, were given a hands-on tour of the studios and spoke briefly sharing career advice. They also had the opportunity to ask questions about careers in broadcasting with on-air personalities, promotions, production and marketing staff.	6	KZPS On Air Office Manager KHKS On-Air Public Affairs Dir
2	6/26/2015	Participation in events sponsored by community groups	Our SEU hosted 30 Students with Girls Inc. of Tarrant County and 3 Chaperones on Friday, June 26, 2015 for a station tour. Station Participants included our Promotions Coordinator, and Program Coordinator. Students worked closely with our staff to learn the "behind-the-scenes" functioning of a radio station, were given a hands-on tour of the studios and spoke briefly sharing career advice. They also had the opportunity to ask questions about careers in broadcasting with on-air personalities, promotions, production and marketing staff.	2	Promo Coord Program Coord
3	10/15/2015	Participation in events or programs sponsored by educational institutions	Our SEU participated in the University of Texas at Arlington, Department of Communication, UTA Radio Class on Thursday, October 15, 2015. Station participants included our Market President, who distributed information about our stations and spoke with the students about career opportunities in broadcasting and directed them to the iHeartMediacareers.com website.	1	Market President

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	<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>
4	11/12/2015	Participation in Job Fairs	Our SEU participated in the Dallas' 15th Annual Diversity Employment Day Career Fair in Dallas, Texas, on November 12, 2015. Station participants included our an Account Executive and our Public Affairs Director, who distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	2	AE Public Affairs Dir
5	1/11/2016	Participation in Job Fairs	Our SEU participated in the 5th Annual Dallas Career Development Conference / Texas Tech University Media & Communications Recruiter Event in Dallas, Texas on January 11, 2016. Station participants included our Director of Events, who distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	1	Director of Events
6	2/17/2016	Participation in Job Fairs	Our SEU participated in the Dallas 16th Annual Diversity Employment Day Career Fair in Dallas, Texas on February 17, 2016. Station participants included our General Sales Manager and Public Affairs Director, who distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	2	GSM Public Affairs Dir



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	<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>
7	3/4/2016	Participation in events sponsored by community groups	Our SEU hosted the Alliance for Women in Media Annual Student Media Tour on Friday, March 4, 2016 at the iHeartMedia office in Dallas, Texas. Station participants included an Account Executive, Integrated Sales and Promotions Coordinator, and our General Sales Manager, who hosted tours and information sessions with 25 college students from Lone Star College, Texas Christian University, University of North Texas, Texas A&M, Texas Tech University, and the University of Dallas. The students had the opportunity to ask questions about careers in broadcasting with on-air personalities, AE's, promotions, events, production, marketing, finance and integrated media.	10	AE Integrated Sales Promo Coord GSM