

KAAZ-FM, KJMY, KNRS, KNRS-FM, KODJ, KZHT
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive	1-25	24
Account Executive	2-6, 8-14, 16-23, 25	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	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Joel Denver	N	0
2	American Sportscaster Assoc 225 Broadway (Ste. 2030) New York, New York 10007 Phone : 212-227-8080 Email : Lschwa8918@aol.com Fax : 1-212-571-0556 Patrick Turturro	Y	0
3	Brigham Young University (via Handshake Internet Recruiting Platform) A-209 ASB Provo, Provo, Utah 84602 Url : https://app.handshake.com . Career Services Manual Posting	N	0
4	BYU Broadcasting BYU Broadcasting Provo, Utah 84602 Phone : 801-422-5477 Email : mikilani.yamada@byu.edu Mikilani Yamada	N	0
5	BYU Career Placement 2410 WSC Provo, Utah 84602 Phone : 801-422-7600 Email : scottg@byu.edu Fax : 1-801-422-0537 Scott Greenhalgh	N	0
6	Dixie State University (via Handshake Internet Recruiting Platform) 225 S 700 E, St. George, Utah 84770 Url : https://app.handshake.com . Career Services Manual Posting	N	0

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7	Family Support Center #2 1760 West 4805 South Taylorsville, Utah 84129 Phone : 801-955-9110 Email : jeff.bird@familysupportcenter.org Jeff Bird	N	0
8	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
9	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
10	Indeed.com - Not Directly Contacted by SEU	N	2
11	Indian Training & Education Center 1455 West 2200 South Suite 200 West Valley City, Utah 84119 Phone : 801-973-6484 Email : itecenter@qwestoffice.net Fax : 1-801-973-6484 Janie Ridd	Y	0
12	Internal Posting 2801 South Decker Lake Drive Salt Lake City, Utah Phone : 801-908-1435 Megan Hancock Manual Posting	N	0
13	LDS Employment Services 625 East 8400 South Sandy, Utah 84070 Phone : 801-561-9555 Employment Services Manual Posting	N	0

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14	NAACP PO Box 25414 Salt Lake City, Utah 84125 Phone : 801-250-5088 Email : info@naacp-saltlakebranch.org Jeannetta Williams	N	0
15	On-Air Announcements (one or more SEU stations) Utah Career Services	N	1
16	Salt Lake Community College 3491 W Wights Fort Rd-HTC 164B SECES West Jordan, Utah 84088 Phone : 801-957-4660 Samantha Faupula Manual Posting	N	0
17	Southern Utah University (via Handshake Internet Recruiting Platform) 351 W University Blvd, Cedar City, Utah 84720 Url : https://app.handshake.com . Career Services Manual Posting	N	0
18	University Of Utah (via Handshake Internet Recruiting Platform) 201 Presidents' Cir, Salt Lake City, Utah 84112 Url : https://app.handshake.com . Career Services Manual Posting	N	0
19	Utah Broadcasters Association 1600 South Main Salt Lake City, Utah 84115 Phone : 801-486-9521 Utah Broadcasters Association Manual Posting	N	0
20	Utah State University (via Handshake Internet Recruiting Platform) 0500 Old Main Hill Logan, Logan, Utah 84322 Url : https://app.handshake.com . Career Services Manual Posting	N	0

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21	Utah Valley University (via Handshake Internet Recruiting Platform) 800 W University Pkwy Orem, Utah 84058 Url : https://app.handshake.com . Career Services Manual Posting	N	0
22	Weber State University (via Handshake Internet Recruiting Platform) 3848 Harrison Blvd, Ogden, Utah 84408 Url : https://app.handshake.com . Career Service Manual Posting	N	0
23	Westminster College (via Handshake Internet Recruiting Platform) 1840 S 1300 E, Salt Lake City, Utah 84105 Url : https://app.handshake.com . Career Services Manual Posting	N	0
24	Word of Mouth Referral	N	1
25	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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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	10/17/2019	Establishment of training programs for station personnel	Our Programming Director and Promotions Director conducted a training program with our Sales Assistant to advance her skill sets, which allowed her to pursue a higher position in the promotions and sales department. The training program lasted approximately six months and covered topics such as: working with program directors on what each station has to offer to showcase in promotional pitches; working with account executives on elaborate sales promotions; working with talent on what is expected from them at large client events; and gathering fulfillment packages for clients as post-promotion pieces. Following the training, the trainee was promoted to Director of Listener and Client Engagement for the market.	3	Programming Director Promotions Director Sales Assistant
2	10/28/2019	Participation in events or programs sponsored by educational institutions	Our Region President served as a guest speaker at an Executive Lecture Series for students hosted by Utah Valley University. He discussed the importance of local and national media, career options in the broadcast industry, and the importance of certain professional skills for young professionals in the broadcast industry.	1	Region President

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3	1/30/2020	Sponsorship of events in the community designed to increase public awareness	On January 30th - 31st, 2020, our SEU sponsored the Silicon Slopes Tech Summit in downtown Salt Lake City. Our Chief Marketing Officer spoke to a crowd of 30,000 plus entrepreneurs and students to educate on "The Power of Sound." Our SEU had a booth present where students, entrepreneurs, and other professionals could stop by to learn more about the many diverse employment opportunities at iHeartMedia. Our Account Executives, Promotions Director, three Vice President of Sales, one Senior Vice President of Sales and one Market President were present and on-hand for two days at the tech summit promoting iHeartMedia's broadcast employment opportunities.	20	CMO Promotions Director Market President Account Executives [17]
4	4/21/2020	Provision of training to management	On April 21, 2020, our Director of Promotions 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 Promotions