

KFAN, KMFY-FM, KRCH
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	11/18/2020	Participation in events or programs sponsored by educational institutions	On 11/18/2020, our SEU participated in a mock interview process with a student from Spring Grove High School in Minnesota. They paired the students up with a professional in a career of interest to them. Our Program Director conducted a mock interview, asking the student industry-specific questions and discussing careers in broadcasting.	1	Program Director
2	11/20/2020	Provision of training to management	In November, 2020, one of our SEU Managers took the Value 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	Sr. VP