

**KSNE-FM, KWNR, KYMT**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 - May 31, 2021**

**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>
Program Director	1-7, 9-14, 17-22	2
Outside Account Executive	1, 3-4, 6-7, 10-12, 14-17, 19, 22	15
Sales Assistant	1-8, 10-14, 16-19, 21-22	8
Sales Assistant	1-2, 5-7, 10-14, 16-22	20

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**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>
1	Academy of Radio Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : arbradio.com Email : doreen@arbradio.com Fax : 1-714-842-1850 Doreen Dunn	N	0
2	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Career Services Manual Posting	N	1
3	Bureau of Vocational Rehabilitation 3016 W. Charleston Blvd. #200 Las Vegas, Nevada 89102 Phone : 702-486-5230 Url : http://nvdetr.org/ Email : mrsanchez@nvdetr.org Fax : 1-702-486-5088 Monica Sanchez	N	0
4	College of Southern Nevada Workforce Development 6375 W. Charleston Blvd. Las Vegas, Nevada 89146-1164 Phone : 702-651-4144 Url : www.csn.edu Fax : 1-702-651-4612 Erica O'Toole	N	0
5	Craigslist - Not Directly Contacted by SEU PO Box 225159 San Francisco, California 94122 Url : http://lasvegas.craigslist.org/ N/A N/A Manual Posting	N	0
6	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	1

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7	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	0
8	Indeed.com - Not directly contacted by SEU	N	1
9	Internal Candidate	N	1
10	Jewish Family Service Agency 4794 S. Eastern Ave. Suite C Las Vegas, Nevada 89119 Phone : 702-732-0304 Url : <a href="http://jfsalv.org/">http://jfsalv.org/</a> Email : <a href="mailto:rparr@jfsalv.org">rparr@jfsalv.org</a> Fax : 1-702-794-2033 Renea Parr	Y	0
11	Las Vegas Indian Center 2300 W. Bonanza Rd. Las Vegas, Nevada 89106 Phone : 702-647-5842 Url : <a href="http://www.lasvegasindiancenter.org">www.lasvegasindiancenter.org</a> Email : <a href="mailto:rulonpete@lvcoxmail.com">rulonpete@lvcoxmail.com</a> Rulon Pete	N	0
12	Las Vegas Metro Chamber of Commerce 8363 W. Sunset Rd. Suite 250 Las Vegas, Nevada 89113 Phone : 702-641-5822 Url : <a href="http://www.lvchamber.com">www.lvchamber.com</a> Email : <a href="mailto:ddamron@lvchamber.com">ddamron@lvchamber.com</a> Fax : 1-702-735-0406 Donna Damron	N	0
13	Las Vegas Review Journal 1111 W. Bonanza Rd. Las Vegas, Nevada 89103 Phone : 702-383-0494 Url : <a href="http://www.lvrj.com">www.lvrj.com</a> Nichole Thomas Manual Posting	N	0

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14	Latin Chamber of Commerce 300 N. 13th Street Las Vegas, Nevada 89101 Phone : 702-385-7367 Url : lvlcc.com Email : carlos@lvlcc.com Fax : 1-702-385-2614 Carlos Gomez	N	0
15	LinkedIn - Not directly contacted by SEU	N	1
16	Nevada Public Computer Centers/The Learning Center 250 N. Eastern Las Vegas, Nevada Phone : 702-365-8885 Url : www.nvpcc.org Email : info@nvpcc.org Patricia Thomas	Y	0
17	Station Website (one or more SEU stations) Las Vegas, Nevada Url : http://931theparty.com/pages/jobs.html N/A N/A Manual Posting	N	0
18	Traffic Directors Guild of America 26000 Avenida Aeropuerto Building 114 San Juan Capistrano, California 92675 Phone : 949-429-7063 Url : www.tdga.org Fax : 1-949-429-7083 Larry Keene Manual Posting	N	0
19	United States Veterans Initiative 525 E. Bonanza Rd. Las Vegas, Nevada 89101 Phone : 702-366-0456 Url : http://usvetsinc.org/ Email : jbeverly@usvetsinc.org Fax : 1-702-307-6985 Jamie Beverly	Y	0
20	Unknown (source not adequately identified upon inquiry by SEU)	N	4

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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>
21	UNLV Career Services 4505 S. Maryland Pkwy. Box 456004 Las Vegas, Nevada 89154-9900 Phone : 702-895-3928 Url : <a href="http://hire.unlv.edu">http://hire.unlv.edu</a> Fax : 1-702-895-4661 Randy Pearson Manual Posting	N	0
22	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

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### 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	10/6/2020	Establishment of a mentoring program	Our SEU established an internal mentoring program in which our Vice President of Marketing trained our Promotion Event Planner in skills related to marketing, promotions, and social media. The program included in-person meetings as well as job shadowing. The mentee was trained in promotional proposal creation for clients, creating contests and prizes, and the do's and don'ts of social media posting on station pages.	2	VP of marketing Promo event planner
2	2/16/2021	Participation in Job Fairs	On February 16, 2021, our SEU participated in a virtual career fair hosted by National Career Fair. Throughout the day our VP of Sales, VP of Programming, Program Director, and VP of Digital communicated with candidates about careers in radio and internship and employment opportunities at iHeartMedia Las Vegas. Candidates also had the option to upload their resumes for us to evaluate.	4	VP of sales VP or programming program Director VP of digital
3	3/3/2021	Establishment of training programs for station personnel	Our Senior Vice President of Programming conducted a training program for our Promotion Event Planner in the skills needed to properly conduct interviews. Specifically, the program consisted of several mock interviews in which the trainee was taught the proper techniques to use during interviews and how to conduct and record interviews using Adobe Audition.	2	Sr VP of programming Promo planner
4	4/12/2021	Provision of training to management	On April 12, 2021, our SEU's Senior Finance Manager took the Harassment Prevention: A Commonsense Approach for Managers Training Course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	Sr finance manager

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**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>
5	4/12/2021	Provision of training to management	On April 12, 2021, our Market President 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	Market president
6	4/15/2021	Participation in Job Fairs	On April 15, 2021, our SEU participated in a virtual career fair hosted by National Career Fair. Throughout the day our Senior Vice President of Sales, Senior Vice President of Programming, and Program Director communicated with candidates about careers in the radio, media, and broadcast industries. Candidates also had the option to upload their resumes for our consideration.	4	Sr. Vice President of Sales Sr. Vice President of Programming Program Director Vice President of Digital
7	5/5/2021	Co Sponsoring Job Fair	On May 5, 2021, our SEU co-sponsored a job fair with Subaru of Las Vegas that was held at Subaru of Las Vegas' facilities. Our SEU helped plan the event by recruiting several of the local employers that participated in the job fair. Our Senior Vice President of Programming and Vice President of Digital Sales were in attendance and spoke with various candidates about careers available at iHeartMedia Las Vegas and answered questions regarding current job vacancies.	2	Sr VP of programming VP of digital sales

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8	5/6/2021	Participation in events or programs sponsored by educational institutions	Our Senior Vice President of Programing and Promotions Planner/Marketing Assistant participated in a guest-speaking event at University of Nevada, Las Vegas, where they spoke to students in a Marketing 400-level course. Our participants discussed their responsibilities in their current positions at iHeartMedia Las Vegas and what led them to pursue careers in radio. The participants also talked with students about how to determine what DJ or show should be included on air. Participants also engaged with the students in a Q&A session that was conducted via the chat as well as verbally during the virtual session.	2	Sr. Vice President of Programming Promo Planner/Marketing Assistant
9	5/6/2021	Participation in events or programs sponsored by educational institutions	Our Senior Vice President of Programing and Promotions Planner/Marketing Assistant participated in a guest-speaking event at the University of Nevada, Las Vegas, where they spoke to students in a Marketing and Communications Policy course. Our participants discussed how iHeartMedia targets markets via demographics and how it collects data. The discussion also covered the current structure and landscape of the radio industry. Participants also engaged with the students in a Q&A session that was conducted via the chat as well as verbally during the virtual session.	2	Sr. Vice President of Programming Promo Planner/Marketing Assistant