

KESZ, KFYI, KGME, KMXR, KNIX-FM, KOY, KYOT, KZZP
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 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 |
|--|--|-----------------------|
| Brand Integration Account Executive | 1-13, 17, 19-20 | 19 |
| Brand Integration Account Executive | 1-13, 17, 19-20 | 19 |
| Receptionist | 1-8, 10-13, 16-17, 19-20 | 16 |
| Morning Drive Talk Show Producer 550 KFYI-AM | 1-8, 10-15, 17, 19-20 | 14 |
| Brand Integration Account Executive | 1-8, 10-13, 16-17, 20 | 16 |
| Client Services Coordinator | 1-8, 10-13, 17, 19-20 | 19 |
| Sports Talk Host | 1-8, 10-13, 17, 19-20 | 19 |
| Client Services Coordinator | 1-13, 17-18, 20 | 13 |
| Vice President, Digital Sales | 1-8, 10-13, 17, 19-20 | 19 |
| Sports Talk Host | 1-8, 10-13, 17, 19-20 | 19 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 1 | Alpha Pacific Institute and Studios 4801 E McDowell Rd Suite 200 Phoenix, Arizona 85008 Career Services Prong 2 Ended Date: 10/16/2020 | Y | 0 |
| 2 | AMFM Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : info@amfmjobs.com Career Services | Y | 0 |
| 3 | Arizona Broadcasters Association Job Bank (ABA) (non-commission jobs only) n/a Arizona- 426 N 44th St Suite 301 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : www.azbroadcasters.org Email : jlatko@azbroadcasters.org Jennifer Latko | Y | 0 |
| 4 | Arizona State University / Sun Devil Career Center PO Box 871312 Tempe, Arizona 85281 Url : www.asu.edu/career.com Email : employers.careerservices@asu.edu Career Services | Y | 0 |
| 5 | Department of Economic Security 4635 S Central Ave Phoenix, Arizona 85040 Phone : 602-771-0630 Email : MBernard@azdes.gov Fax : 1-602-268-3594 Career Services | Y | 0 |
| 6 | Department of Veteran Affairs 3333 N Central Ave Phoenix, Arizona 85012 Url : http://www.phoenix.va.gov/ Email : jacqueline.zepp@va.gov Fax : 1-602-627-2804 Jacqueline Zepp | Y | 0 |

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|------------------|---|--|---|
| 7 | East Valley Institute of Technology 1601 W Main Mesa, Arizona 85201 Phone : 480-461-4000 Url : www.evit.com Email : sgrosz@evit.com Steve Grosz | Y | 0 |
| 8 | Focus Employment Services 2345 E Thomas Rd Suite 412 Phoenix, Arizona 85016 Phone : 602-312-1045 Email : jamie@focusemployment.com Fax : 1-480-967-7872 Karen Gardner | Y | 0 |
| 9 | Fresh Start Women's Foundation 1130 E McDowell Rd Phoenix, Arizona 85006 Phone : 602-261-7161 Url : www.wehelpwomen.com Email : astakes@fswf.org Fax : 1-602-257-9691 Amy Stakes Prong 2 Ended Date: 5/1/2020 | N | 0 |
| 10 | Goodwill of Central Arizona 2626 W Beryl Ave Phoenix, Arizona 85021 Phone : 602-535-4449 Email : employerexperienceteam@goodwillaz.org Fax : 1-602-535-4358 Sue Hamilton | N | 0 |
| 11 | Greater Phoenix Urban League 1402 S 7th Ave Phoenix, Arizona 85007 Phone : 602-254-5611 Email : nalvarez@gphxul.org Fax : 1-602-253-7359 Natalie Alvarez | Y | 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 |
|--|--|--|---|
| 12 | 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 |
| 13 | 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 | 2 |
| 14 | Indeed.com - Not Directly Contacted by SEU | N | 2 |
| 15 | Internal Posting | N | 3 |
| 16 | Internal Transfer/Promotion | N | 2 |
| 17 | The Greater Phoenix Black Chamber of Commerce 201 E Washington Suite 350 Phoenix, Arizona 85004 Phone : 602-307-5200 Email : info@blackchamber.com Fax : 1-602-307-5204 Channel Powe | Y | 0 |
| 18 | Turn a New Leaf 115 East Tonto Street Phoenix, Arizona 85004 Phone : 602-223-4333 Url : www.awee.org Email : ofabela@turnanewleaf.org (formerly AZ Women's Education & Employment) | Y | 0 |
| 19 | Word of Mouth Referral | N | 10 |
| 20 | 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: | | | 19 |

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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 | 8/6/2019 | Participation in events sponsored by community groups | Our SEU hosted a group of interns from an advertising agency. The Market President gave the interns a tour of the station and held a question and answer session. She talked about different positions available at iHeartMedia, discussed employment opportunities and handed out iHeartMedia information. | 1 | Market President |
| 2 | 9/17/2019 | Participation in events or programs sponsored by educational institutions | Our SEU attended Grand Canyon University's Companies on Campus! Participants included VP Sales and Promotions Director. Discussed careers in radio with attendees, accepted resumes (and directed them to the iHeartMedia website to apply to positions) , discussed employment opportunities and handed out iHeartMedia information. | 2 | VP Sales Promo Director |
| 3 | 10/9/2019 | Participation in events or programs sponsored by educational institutions | Our SEU participated in Grand Canyon University's Networking Mixer and Meet the Agencies. Participants included the SVP Sales and VP Sales. Discussed careers in radio with attendees, accepted resumes (and directed them to the iHeartMedia website to apply to positions) , discussed employment opportunities and handed out iHeartMedia information. | 2 | SVP Sales VP Sales |
| 4 | 1/28/2020 | Participation in Job Fairs | Our SEU participated in the University of Arizona Fall Career Day. SEU participants included our Finance Specialist, who spoke with attendees about careers in radio, accepted resumes (and directed them to the iHeartMedia website to apply to positions), and handed out iHeartMedia information. | 1 | Finance Specialist |
| 5 | 2/21/2020 | Participation in events or programs sponsored by educational institutions | Our SEU participated in Grand Canyon University's "Meet The Agencies and Marketing Firms" job fair. Station Participants included VP Sales and VP Digital. Discussed careers in radio with attendees, accepted resumes (and directed them to the iHeartMedia website to apply to positions) , discussed employment opportunities and handed out iHeartMedia information. | 2 | VP Sales VP Digital |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|---|
| 6 | 2/25/2020 | Participation in events or programs sponsored by educational institutions | Our SEU participated in the 2020 University of Arizona Spring Career Day. Participants included the Finance Specialist and the Executive Assistant. They discussed careers in radio with attendees, accepted resumes (and directed attendees to the iHeartMedia website to apply to positions), discussed employment opportunities, and handed out iHeartMedia information. | 2 | Financial Specialist Executive Assistant |
| 7 | 4/10/2020 | Provision of training to management | Our VP of Sales 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 | VP Sales |