

**KIIM-FM, KHYT(FM), KSZR(FM), KTUC(AM) and KCUB(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2019-May 31, 2020<sup>1</sup>**

**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>
Account Executive	1-10, 12-24, 26-29	7
Continuity Manager	1-10, 12-24, 26-30	30

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<sup>1</sup> This Report was revised in May 2021 to address reporting issues.

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**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	<b>Arizona Broadcasters Association</b> Contact: Art Brooks 426 N. 44 <sup>th</sup> Street Phoenix, AZ 85008 602-252-4833	No	0
2	<b>Arizona Department of Economic Security</b> Contact: Heidi Armenta 316 W. Ft. Lowell Rd Tucson AZ 85703 520-293-1919	No	0
3	<b>Hispanic Chamber of Commerce</b> Placement Office 823 East Speedway Tucson, AZ 85719 520-620-0005	No	0
4	<b>League of Latin American Citizens</b> Contact: Richard Fimbres P.O. Box 2443 Tucson, AZ 85702 202-833-6130	No	0
5	<b>NAACP</b> Contact: Employment Positions P.O. Box 50894 Tucson, AZ 85703 520-622-8277	No	0
6	<b>Pima Community One Step</b> Contact: Rosemary Smith 340 N. Commerce Park Loop Tucson, AZ 85745 520-206-3210	No	0
7	<b>Word-of-Mouth Referral</b>	No	2
8	<b>Tucson Urban League</b> Contact: Cynthia Washington 2305 S. Park Avenue Tucson, AZ 85713 520-791-9522	No	0

<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>
9	<b>African-American Student Affairs</b> Contact: Abby Aguilar P. O. Box 210128 Tucson, AZ 85721 520-626-5502	No	0
10	<b>Internal Posting</b> ( <i>posting in SEU's mailroom</i> )	No	3
11	<b>Walk-In/Self-Referral</b>	No	0
12	<b>Indeed</b> www.indeed.com	No	5
13	<b>Cumulus Business Managers</b> BM@cumulus.com	No	0
14	<b>Arizona Public Media</b> Placement Office PO box 210067 Tucson, AZ 85721 520-621-5828	No	0
15	<b>Arizona State University</b> Alexis Cabral 3905 North 7 <sup>th</sup> Avenue Phoenix, AZ 85013	No	0
16	<b>Concerned Media Professionals</b> Pila Martinez PO Box 310109 Tucson, AZ 85721	No	0
17	<b>LULAC</b> Placement Office 1617 East Miles Street Tucson, AZ 85702	No	0
18	<b>Pima Community College</b> Arlene Munoz 2202 West Anklam Road Tucson, AZ 85709 520-206-6600	No	0
19	<b>Tucson Women's Commission</b> Betty Pepper 240 North Court Avenue Tucson, AZ 85701 520-624-8318	No	0
20	<b>Cumulus Careers Website</b> www.cumulusmedia.jobs.net	No	1

<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	<b>Monster</b> www.monster.com	No	0
22	<b>Glassdoor</b> www.glassdoor.com	No	0
23	<b>LinkUp</b> www.linkup.com	No	0
24	<b>Employee Reference</b>	No	0
25	<b>Handshake</b> www.arizona.joinhandshake.com	No	0
26	<b>Tucson Black Chamber of Commerce</b> 1690 North Stone Avenue Suite 113 Tucson, AZ 85705	No	0
27	<b>Tucson College of Business</b> Placement Office 5151 East Broadway Boulevard Tucson, AZ 85711	No	0
28	<b>Tucson Indian Center</b> Benny McCabe 705 North Main Avenue Tucson, AZ 85705	No	0
29	<b>ZipRecruiter</b> www.ziprecruiter.com	No	0
30	<b>Internal Transfer/Promotion</b>	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>12</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Career Fair	On September 16, 2019, our SEU participated in and was the media sponsor of the career fair hosted by the Arizona Broadcasters Association, which took place on the Pima Community College-Stone Avenue Branch campus. Our Promotion Manager attended this event and spoke with attendees about career opportunities in radio and job openings within the SEU. This event was promoted on all of our stations.
<b>2</b>	Mentoring Program	The Cumulus “New Seller Mentoring” program pairs seasoned and new account executives together to build leadership skills in the more senior sellers and provide a real-world perspective to the formal skills being taught to the junior sellers. Each new Account Executive is assigned a primary mentor who is selected based on his/her strengths. During this reporting period, our SEU paired one new Account Executive with mentors.
<b>3</b>	Participate in Career Fair	On January 22, 2020, our SEU participated in and was the media sponsor of the virtual Diversity Career Fair hosted by the Tucson Indian Center. Our Assistant Business and Promotion Managers monitored the virtual Cumulus booth and communicated with interested candidates about careers opportunities in broadcasting and job openings within the SEU. This event was promoted on all of our Stations.
<b>4</b>	Participate in Career Fair	On February 25, 2020, our SEU participated in and was the media sponsor of the career fair hosted by the Arizona Broadcasters Association, which was held on the University of Arizona campus. Our Promotion Manager attended this event and spoke with attendees about career opportunities in radio and job openings within the SEU. This event was promoted on all of our stations.