

EEO PUBLIC FILE REPORT

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

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KIIM-FM, KHYT(FM), KSZR(FM), KTUC(AM) and KCUB(AM)
EEO PUBLIC FILE REPORT
June 1, 2015-May 31, 2016

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	American Women in Radio & TV Contact: Katrina Nobel 310 S. Williams Blvd, Suite 260 Tucson, AZ 85711 520-745-8221	No	0
2	Arizona Broadcasters Association Contact: Art Brooks 426 N. 44 th Street Phoenix, AZ 85008 602-252-4833	No	0
3	Arizona Department of Economic Security Contact: Heidi Armenta 316 W. Ft. Lowell Rd Tucson AZ 85703 520-293-1919	No	0
4	Chicanos Por La Casa Christine Abeyta 200 N. Stone Avenue Tucson, AZ 85701 520-882-0018	No	0
5	Hispanic Chamber of Commerce President, 823 East Speedway Tucson, AZ 85719 520-620-0005	No	0
6	ITT Technical Institute Contact: Melissa Poole 1455 W. River Road Tucson, AZ 85704 520-408-7488	No	0
7	League of Latin American Citizens Contact: Richard Fimbres P.O. Box 2443 Tucson, AZ 85702 202-833-6130	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	NAACP Contact: Employment Positions P.O. Box 50894 Tucson, AZ 85703 520-622-8277	No	0
9	Portable Practical Educational Preparation, Inc. - P.P.E.P. (Learning Center) Contact: Pat Tofolla 802 E. 44 th Street Tucson, AZ 85713 520-622-7079	No	0
10	Pima Community One Step Contact: Rosemary Smith 340 N. Commerce Park Loop Tucson, AZ 85745 520-206-3210	No	0
11	Society of Broadcast Engineers www.sbe.org	No	0
12	Word of Mouth Referral	No	2
13	Tucson Indian Center Contact: Benny McCabe P. O. Box 2307 Tucson, AZ 85702 520-884-7131	No	0
14	Tucson Urban League Contact: Cynthia Washington 2305 S. Park Avenue Tucson, AZ 85713 520-791-9522	No	0
15	African-American Student Affairs Contact: Abby Aguilar P. O. Box 210128 Tucson, AZ 85721 520-626-5502	No	0
16	Tucson Black Chamber of Commerce 1690 N. Stone Avenue Suite 113 Tucson, AZ 85705 520-623-0099	No	0
17	Station Website Postings (<i>all SEU stations</i>)	No	5
18	Internal Posting – Posting in stations' mailroom	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Tucson College of Business Placement Office 5151 East Broadway Blvd Tucson, AZ 85711 520-296-3261	No	0
20	Other Web Sites –Facebook – AZ Online Employment	No	2
21	Walk-In/Self-Referral	No	0
22	Indeed Website www.indeed.com	No	0
23	University of Arizona Crsv-joblink@email.arizona.edu	No	0
24	Cumulus Business Managers BM@cumulus.com	No	0
25	Cumulus Job Board/Clear Company	No	0
26	Simply Hired www.simplyhired.com	No	0
27	Glass Door www.glassdoor.com	No	0
28	Link Up www.linkup.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Sponsored a Career Fair	On September 17, 2015, our SEU sponsored a career fair organized by the Arizona Broadcasters Association held at Pima Community College-Stone Avenue Branch. Our Assistant Business 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.
2	Host Job Fair	On July 23, 2015, our SEU hosted a job fair at the DoubleTree Reid Park in Tucson that included approximately 31 potential employers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Market and Assistant Business Managers as well as our Director of Sales and several sellers occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings within the SEU. This event was promoted on one or more SEU stations.
3	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.

	Type of Recruitment Initiative	Brief Description of Activity
4	Sponsored a Career Fair	On January 20, 2016, our SEU sponsored the Diversity Career Fair held by the Tucson Indian Center. Our Business and Assistant Business Managers occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings within the SEU. This event was promoted on all of our stations.
5	Sponsored a Career Fair	On May 12, 2016, our SEU sponsored a career fair sponsored by the Arizona Broadcasters Association held at East Valley Institute of Technology on W. Main Street in Mesa. Our Assistant Promotions 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.