

**KIIM-FM, KHYT(FM), KSZR(FM), KTUC(AM) and KCUB(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2014-May 31, 2015**

**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>
IT Support Specialist	1-16, 18-20, 22, 24	22
Account Executive	1-10, 13-16, 18-20, 24	20
Account Executive	1-10, 12-16, 18-20, 24	12
Promotions Director	1-10, 12-20, 23-25	25
Promotions Manager	1-10, 12-20, 24-25	25
Traffic Assistant	1-10, 12-16, 18-20, 24	12
Business Manager	1-10, 12-20, 24	12
Chief Engineer	1-16, 18-20, 24-25	25

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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>American Women in Radio &amp; TV</b> Contact: Katrina Nobel 310 S. Williams Blvd, Suite 260 Tucson, AZ 85711 520-745-8221	No	0
2	<b>Arizona Broadcasters Association</b> Contact: Art Brooks 426 N. 44 <sup>th</sup> Street Phoenix, AZ 85008 602-252-4833	No	0
3	<b>Arizona Department of Economic Security</b> Contact: Heidi Armenta 316 W. Ft. Lowell Road Tucson AZ 85703 520-293-1919	No	0
4	<b>Chicanos Por La Casa</b> Christine Abeyta 200 N. Stone Avenue Tucson, AZ 85701 520-882-0018	No	0
5	<b>Hispanic Chamber of Commerce</b> President, 823 East Speedway Tucson, AZ 85719 520-620-0005	No	0
6	<b>ITT Technical Institute</b> Contact: Melissa Poole 1455 W. River Road Tucson, AZ 85704 520-408-7488	No	0
7	<b>League of Latin American Citizens</b> Contact: Richard Fimbres P.O. Box 2443 Tucson, AZ 85702 202-833-6130	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>
8	<b>NAACP</b> Contact: Employment Positions P.O. Box 50894 Tucson, AZ 85703 520-622-8277	No	0
9	<b>Portable Practical Educational Preparation, Inc. (P.P.E.P.)</b> <i>(Learning Center)</i> Contact: Pat Tofolla 802 E. 44 <sup>th</sup> Street Tucson, AZ 85713 520-622-7079	No	0
10	<b>Pima Community One Step</b> Contact: Rosemary Smith 340 N. Commerce Park Loop Tucson, AZ 85745 520-206-3210	No	0
11	<b>Society of Broadcast Engineers</b> www.sbe.org	No	3
12	<b>Word-of-Mouth Referral</b>	No	17
13	<b>Tucson Indian Center</b> Contact: Benny McCabe P. O. Box 2307 Tucson, AZ 85702 520-884-7131	No	0
14	<b>Tucson Urban League</b> Contact: Cynthia Washington 2305 S. Park Avenue Tucson, AZ 85713 520-791-9522	No	0
15	<b>African-American Student Affairs</b> Contact: Abby Aguilar P. O. Box 210128 Tucson, AZ 85721 520-626-5502	No	0
16	<b>Tucson Black Chamber of Commerce</b> 1690 N. Stone Avenue Suite 113 Tucson, AZ 85705 520-623-0099	No	0
17	<b>Station Website Postings</b> <i>(all SEU stations)</i>	No	3
18	<b>Internal Posting</b>	No	6

<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>
19	<b>Tucson College of Business</b> Placement Office 5151 East Broadway Blvd. Tucson, AZ 85711 520-296-3261	No	0
20	<b>Other Websites</b>	No	11
21	<b>Walk-In/Self-Referral</b>	No	0
22	<b>Indeed Website</b> www.indeed.com	No	7
23	<b>University of Arizona</b> Crsv-joblink@email.arizona.edu	No	0
24	<b>Cumulus Business Managers</b> BM@cumulus.com	No	1
25	<b>Internal Transfer/Promotion</b>	No	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			51

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On September 18, 2014, our SEU participated in a career fair sponsored by the Arizona Broadcasters Association held at Pima Community College-Stone Avenue Branch. Our Sales Assistant attended this event and spoke with attendees about career opportunities in radio and job openings within the SEU.
<b>2</b>	Host Job Fair	On July 24, 2014, our SEU hosted a job fair at the Sheraton Hotel on Grant Road that included approximately 36 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.
<b>3</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 three (3) new Account Executives with mentors.

	Type of Recruitment Initiative	Brief Description of Activity
<b>4</b>	Host Job Fair	On January 29, 2015, our SEU hosted a job fair at the Doubletree at Reid Park on Alvernon that included approximately 19 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.
<b>5</b>	Participate in Career Fair	On May 13, 2015, our SEU participated in a career fair sponsored by the Arizona Broadcasters Association held at East Valley Institute of Technology on W. Main Street in Mesa. Our Promotions Assistant attended this event and spoke with attendees about career opportunities in radio and job openings within the SEU.