

KIIM-FM, KHYT(FM), KSZR(FM), KTUC(AM) and KCUB(AM)
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Chief Engineer	1-8, 10-22	14
Program Director KCUB	1-8, 10-22	6

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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	Arizona Department of Economic Security Contact: Heidi Armenta 316 W. Ft. Lowell Rd Tucson AZ 85703 520-293-1919	No	0
2	Hispanic Chamber of Commerce Placement Office 823 East Speedway Tucson, AZ 85719 520-620-0005	No	0
3	League of Latin American Citizens Contact: Richard Fimbres P.O. Box 2443 Tucson, AZ 85702 202-833-6130	No	0
4	NAACP Contact: Employment Positions P.O. Box 50894 Tucson, AZ 85703 520-622-8277	No	0
5	Pima Community One Step Contact: Rosemary Smith 340 N. Commerce Park Loop Tucson, AZ 85745 520-206-3210	No	0
6	Word of Mouth Referral	No	3
7	African-American Student Affairs Contact: Abby Aguilar P. O. Box 210128 Tucson, AZ 85721 520-626-5502	No	0
8	Internal Posting (<i>posting in SEU mailroom</i>)	No	1
9	Walk-In/Self-Referral	No	0
10	Cumulus Business Managers BM@cumulus.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	LULAC Placement Office 1617 East Miles Street Tucson, AZ 85702	No	0
13	Pima Community College Arlene Munoz 2202 West Anklam Road Tucson, AZ 85709 520-206-6600	No	0
14	Employee Referral	No	2
15	Tucson Indian Center Benny McCabe 705 North Main Avenue Tucson, AZ 85705	No	0
16	Cumulus Careers Website www.cumulusmedia.job.net	No	7
17	Adzuna www.adzuna.com	No	0
18	JobisJob www.jobisjob.com	No	0
19	MyJobHelper www.myjobhelper.com	No	0
20	Oodle www.oodle.com	No	0
21	TheJobSpider www.jobspider.com	No	0
22	Trovit www.trovit.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	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.
2	Participate in Career Fair	On April 23-April 29 2021, our SEU participated in and was the media sponsor of the virtual Diversity Career Fair, hosted by the Tucson Indian Center. Our Promotions Manager monitored the virtual Cumulus booth and spoke to interested participants about careers opportunities in broadcasting and job openings within the SEU over the seven-day Fair. This event was promoted on all of our Stations and websites.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, or SEU’s Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.