

**KIIM-FM, KHYT(FM), KSZR(FM), KTUC(AM), and KCUB(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 – May 31, 2022**

**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>
Sales Assistant	1-29, 32-48	1
Administrative Assistant	1-29, 31-48	31
Promotion Manager	1-29, 31-48	31
Sales Assistant	1-29, 31-48	31
Sales Assistant	1-30, 32-48	30

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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>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	17
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	4
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	1
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	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>
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	2
31	<b>Internal Transfer/Promotion</b>	N	3
32	<b>SBVID-RSA</b> 100 N. Stone Ave. Tucson, AZ 85701 <a href="mailto:rmikkelson@azdes.gov">rmikkelson@azdes.gov</a>	N	0
33	<b>Tucson Job Seekers Network</b> 7300 N. Shannon Rd. Tucson, AZ 85741 <a href="mailto:tucsonjobseekers@cs.com">tucsonjobseekers@cs.com</a>	N	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>
34	<b>Hero 2 Hired Arizona</b> 2801 E. Ajo Way Tucson, AZ 85713 <a href="mailto:Scott.r.essex.ctr@mail.mil">Scott.r.essex.ctr@mail.mil</a>	N	0
35	<b>Pima County Jackson Employment Center</b> 300 E. 26 <sup>th</sup> St. Tucson, AZ 85713 <a href="mailto:snelson@csd.pima.gov">snelson@csd.pima.gov</a>	N	0
36	<b>VOC for Veterans Primavera Foundation</b> 151 W. 40 <sup>th</sup> St. Tucson, AZ 85713 <a href="mailto:works@primavera.org">works@primavera.org</a>	N	0
37	<b>Linkages</b> 1651 W. Grant Rd. Tucson, AZ 85745 <a href="mailto:info@linkagesarizona.org">info@linkagesarizona.org</a>	N	0
38	<b>AZ Rehabilitation Services Administration</b> 1789 W. Jefferson St., NW Phoenix, AZ 85007 <a href="mailto:tstump@azdes.gov">tstump@azdes.gov</a>	N	0
39	<b>Sullivan Jackson Employment Center</b> 400 E. 26 <sup>th</sup> St Tucson, AZ 85713 <a href="mailto:Frank.islas@pima.gov">Frank.islas@pima.gov</a>	N	0
40	<b>Kino Veterans Workforce Center</b> 2801 E. Ajo Way Tucson, AZ 85713 <a href="mailto:jniznik@azdes.gov">jniznik@azdes.gov</a>	N	0
41	<b>Pascua Yaqui Tribe</b> 7410 S. Camino Vahcom Tucson, AZ 85757 <a href="mailto:Andy.jaimez@pascuayaqui-nsn.gov">Andy.jaimez@pascuayaqui-nsn.gov</a> <a href="mailto:Linda.valenzuela@pascuayaqui-nsn.gov">Linda.valenzuela@pascuayaqui-nsn.gov</a>	N	0
42	<b>Dept. of Economic Security – East</b> 1455 S. Alvernon Way Tucson, AZ 85711 <a href="mailto:rmillner@azdes.gov">rmillner@azdes.gov</a> <a href="mailto:chodge@azdes.gov">chodge@azdes.gov</a>	N	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>
43	<b>Dept. of Economic Security – South</b> 195 W. Irvington Rd. Tucson, AZ 85706 <a href="mailto:rmillner@azdes.gov">rmillner@azdes.gov</a> <a href="mailto:lverdugo@azdes.gov">lverdugo@azdes.gov</a>	N	0
44	<b>Dept of Economic Security – North</b> 316 W. Ft. Lowell Rd. Tucson, AZ 85705 <a href="mailto:Rtilkens@azdes.gov">Rtilkens@azdes.gov</a> <a href="mailto:lbaer@azdes.gov">lbaer@azdes.gov</a> <a href="mailto:smoncada@azdes.gov">smoncada@azdes.gov</a> <a href="mailto:mpollinger@azdes.gov">mpollinger@azdes.gov</a> <a href="mailto:etorres@azdes.gov">etorres@azdes.gov</a>	N	0
45	<b>Cochise College</b> 4190 W. Highway 80 Douglas, AZ 85607 <a href="mailto:connersm@cochise.edu">connersm@cochise.edu</a>	N	0
46	<b>Cochise College Human Resources</b> 901 N. Colombo Ave. Sierra Vista, AZ 85635 <a href="mailto:darbeej@cochise.edu">darbeej@cochise.edu</a> <a href="mailto:hr@cochise.edu">hr@cochise.edu</a>	N	0
47	<b>Rio Nuevo Service Center</b> 340 N. Commerce Park Loop Tucson, AZ 85745 <a href="mailto:Byron.christopher@pima.gov">Byron.christopher@pima.gov</a>	N	0
48	<b>Arizona@work Pima County</b> 2797 E. Ajo Way Tucson, AZ 85713 <a href="mailto:David.balderrama@pima.gov">David.balderrama@pima.gov</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>27</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 27, 2021, our SEU's Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race &amp; Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don't look, think, act, and problem solve like them.
<b>2</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, "Harassment Prevention." The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
<b>3</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled "Working Well With Others," which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
<b>4</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU's Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>5</b>	Participate in Job Fair	On February 26, 2022, our SEU's Promotions Manager occupied a career table at the Cologuard Classic from from 4 p.m.-10 p.m., which attracted approximately 300 individuals. Our representative spoke with interested attendees about the Company as well as career opportunities in radio and job openings within the SEU.
<b>6</b>	Participate in Job Fair	On April 21-April 28 2022, our SEU participated in and and was the media sponsor for the Virtual Diversity Career Fair, hosted by the Tucson Indian Center. Our Promotions Manager monitored the virtual Cumulus booth and spoke with interested participants about career opportunities in broadcasting and job openings within the SEU. This event was promoted over the air on all five (5) stations.