

KIIM-FM, KHYT(FM), KSZR(FM), KTUC(AM) and KCUB(AM)
EEO PUBLIC FILE REPORT
June 1, 2013-May 31, 2014

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
IT Support Specialist	1-19, 21,23	11
Account Executive	1-19, 23	12
Sales Assistant	1-19, 23	12
Promotions Director	1-19, 23-24	18
Promotions Manager	1-19, 21, 23-24	18
Traffic Assistant	1-20, 21, 23-24	20

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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	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, 20 N. Stone Avenue Tucson, AZ 85701 520-620-0005	No	0
6	ITT Technical Institute Contact: James Jaramillo 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: Raymond Jarvis 2160 N. 6 th Avenue Tucson, AZ 85705 520-622-8277	No	0
9	Portable Practical Educational Preparation, Inc. - P.P.E.P. <i>(Learning Center)</i> 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	1
12	Employee Referral	No	7
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	Career Builder Website www.careerbuilder.com	No	5
17	Station Website Postings <i>(all SEU stations)</i>	No	2
18	Internal Posting	No	4
19	University of Arizona – Wildcat Job Link employer@email.arizona.edu , http://www.career.arizona.edu	No	0
20	Other Web Sites <i>(likely through Google searches)</i>	No	6
21	Word-of-Mouth Referral	No	3
22	Walk-In/Self-Referral	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Indeed Website www.indeed.com	No	3
24	TucsonHelpWanted RegionalHelpwanted.com	No	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			34

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participate in Job Fair	On September 12, 2013, our SEU participated in a career fair sponsored by the Arizona Broadcasters Association held at Pima Community College-Stone Avenue Branch. An SEU representative attended this event and spoke with attendees about career opportunities in radio and job openings within the SEU. SEU participants included our Business Manager.
2	Participate in Job Fair	On January 22, 2014, our SEU participated in the job fair sponsored by the Tucson Indian Center held at Desert Diamond Casino. An SEU representative attended this event and spoke with attendees about career opportunities in radio and job openings within the SEU. SEU participants included our Assistant Business Manager.
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 (1) new Account Executive with mentors.
4	Held our own Job Fair	On July 18, 2013, our SEU held a job fair at the Sheraton Hotel on Grant Road between 11a-4p with about 50 invited employers attending. Representing the SEU were the Assistant Business Manager, Director of Sales, several sellers and the Market Manager to speak to attendees about career opportunities in radio and job openings within the SEU.

	Type of Recruitment Initiative	Brief Description of Activity
5	Held our own Career Fair	On January 23, 2014, our SEU held a career fair at the Sheraton Hotel on Grant Road between 11a-3p with about 50 invited employers attending. Representing the SEU were the Assistant Business Manager, Director of Sales, several sellers and the Market Manager to speak to attendees about career opportunities in radio and job openings within the SEU.
6	Participate in Career Fair	On October 11, 2013, our SEU participated in a career fair sponsored by Tucson College at Broadway and Rosemount. There were about 75 employers present as well as the Mayor of Tucson. Representing the SEU were the Business Manager and an Account Executive to speak to attendees about career opportunities in radio and job openings with the SEU.