



**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	<b>American Women in Radio &amp; TV</b> Contact: Katrina Nobel 10041 East Queensgate Way Tucson, AZ 85748 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 Rd Tucson AZ 85703 520-293-1919	No	0
4	<b>Chicanos Por La Casa</b> Christine Abeyta 2550 East Fort Lowell Rd Tucson, AZ 85716 520-882-0018	No	0
5	<b>Hispanic Chamber of Commerce</b> Placement Office 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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	0
12	<b>Word of Mouth Referral</b>	No	5
13	<b>Tucson Indian Center</b> Contact: Benny McCabe 705 North Main Avnue Tucson, AZ 85705 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	0
18	<b>Internal Posting – Posting in stations’ mailroom</b>	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	<b>Tucson College of Business</b> Placement Office 5151 East Broadway Blvd Tucson, AZ 85711 520-296-3261	No	0
20	<b>Other Web Sites –Facebook – Linkd In</b>	No	2
21	<b>Walk-In/Self-Referral</b>	No	0
22	<b>Indeed Website</b> www.indeed.com	No	1
23	<b>University of Arizona</b> Crsv-joblink@email.arizona.edu	No	0
24	<b>Cumulus Business Managers</b> BM@cumulus.com	No	0
25	<b>Arizona Public Media</b> Placement Office PO box 210067 Tucson, AZ 85721 520-621-5828	No	0
26	<b>Arizona State University</b> Alexis Cabral 3905 North 7 <sup>th</sup> Avenue Phoenix, AZ 85013	No	0
27	<b>Concerned Media Professionals</b> Pila Martinez PO Box 310109 Tucson, AZ 85721	No	0
28	<b>LULAC</b> Placement Office 1617 East Miles Street Tucson, AZ 85702	No	0
29	<b>Pima Community Collete</b> Arlene Munoz 2202 West Anklam Road Tucson, AZ 85709 520-206-6600	No	0
30	<b>Tucson Women’s Commission</b> Betty Peffer 240 North Court Avenue Tucson, AZ 85701 520-624-8318	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	<b>Cumulus Job Board/Clear Company</b>	No	1
32	<b>Simply Hired</b> www.simplyhired.com	No	0
33	<b>Glass Door</b> www.glassdoor.com	No	0
34	<b>Link Up</b> www.linkup.com	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			10

**KIIM-FM, KHYT(FM), KSZR(FM), KTUC(AM) and KCUB(AM)  
EEO PUBLIC FILE REPORT  
June 1, 2016-May 31, 2017**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>1</b>	Host Job Fair	On July 21, 2016, our SEU hosted a job fair at the DoubleTree Reid Park in Tucson that included approximately 28 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>2</b>	Sponsored a Career Fair	On September 18, 2016, 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.
<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 two new Account Executive with mentors.

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
4	Sponsored a Career Fair	On January 25, 2017, 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	Provide training to management-level personnel concerning the methods of ensuring equal employment opportunity and preventing discrimination	On June 14, 2106, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's Market Manager, Sales Manager, Business Manager, Operations Manager, and Program Director were active attendees in that seminar.