

KIIM-FM, KHYT(FM), KSZR(FM), KTUC(AM), and KCUB(AM)
EEO PUBLIC FILE REPORT
June 1, 2024 – May 31, 2025

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
Digital Sales Manager	1-10, 30-47	1
Account Executive	1-48	1

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	11
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
16	Diversity in Jobs www.diversityinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black www.hireblack.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Gila River Indian Community 192 South Skill Center Road Sacaton, AZ 85147 520-563-3387/88 eric.white@gric.nsn.us	N	0
31	Rio Nuevo Service Center 340 North Commerce Park Loop Tucson, AZ 85745 520-724-7650 rtilkens@azdes.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Cochise College Human Resources 901 N. Colombo Avenue Sierra Vista, AZ 85635 (520) 515-3623 hr@cochise.edu	N	0
33	Cochise College 4190 W Highway 80 Douglas, AZ 85607 520-417-4750 connersm@cochise.edu omalleya@cochise.edu	N	0
34	DES Arizona at Work Workforce Service - Tucson - North 316 W Fort Lowell Tucson, AZ 85705 520-638-2230 mpollinger@azdes.gov	N	0
35	Sullivan Jackson Employment Center 400 East 26th Street Tucson, AZ 85713 520-724-7300 Daniel.sullivan@pima.gov	N	0
36	Linkages 1001 N Alvernon Way Tucson, AZ 85745 520-624-6452 info@linkagesarizona.org	N	0
37	VOC for Veterans Primavera Foundation 151 W 40th Street Tucson, AZ 85713 520-882-9668 works@primavera.org	N	0
38	Tucson Indian Center 97 East Congress, Suite 101 Tucson, AZ 85701 5208847131 vboone@ticenter.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Fred G Acosta Job Corps Center 901 S Campbell Avenue Tucson, AZ 85719 5208799182 mccormick.brad@jobcorps.org	N	0
40	International Rescue Committee 2100 N Kolb Road, Suite #101 Tucson, AZ 85715 5203192128 diane.stuart@theirrc.org	N	0
41	Pascua Yaqui Tribe of Arizona 7474 S Camino De Osete Tucson, AZ 85746 5208795668 rosie.matas@pascuayaqui-nsn.gov	N	0
42	Primavera Foundation 0151 W 40th Street Tucson, AZ 85713 5208829668 kcaldwell@primavera.org	N	0
43	San Carlos Apache Tribe-College PO Box 344 San Carlos, AZ 85550 928-475-2305 avarista.chatlin@scat-nsn.gov	N	0
44	Tucson Urban League 2305 S Park Avenue Tucson, AZ 85713 5207919522 dconner@tucsonurbanleague.net	N	0
45	Tucson Youth Development 1901 N Stone Avenue Tucson, AZ 85705 5206235843 arnold.palacios@acehs.org	N	0
46	University of Arizona College of Veterinary Medicine 1580 E Hanley Boulevard Oro Valley, AZ 85737 520-626-2476 kchimienti@arizona.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	Department of Economic Security 1455 South Alvernon Tucson, AZ 85711 520-872-9095 tcelestine@azdes.gov	N	0
48	Employee Referral	N	1
49	Internal Transfer/Promotion	N	0
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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the last half of July 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm, H3C, entitled, Empathetic Leadership . This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “ Empathetic Leadership: Cultivating Trust & Inclusion, ” and introduced tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between August 12 th and August 23 rd , 2024, our SEU’s VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Empathetic Leadership session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, our SEU’s VP/Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its VP, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the first half of December 2024, our SEU's Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm, H3C, entitled, Perpetuating Allyship . This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “ Perpetuating Allyship ” and introduced tools, techniques, and methods associated with this topic. Specifically this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do's and don'ts about allyship
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between December 16 th and 20 th , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Perpetuating Allyship session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of April and May of 2025, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment</i> and <i>Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, <i>Celebrating Diversity How It Fosters Belonging, Seeing All Sides</i> , and <i>Uncovering All That We Share</i> , presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group; how practicing empathy helps us see life from someone else's point of view; and the benefits of seeking common ground for the sake of unity.
8	Participate in Career Fair	On January 29, 2025, the Tucson Indian Center, in collaboration with the Arizona Daily Star, sponsored the 35 th Anniversary Diversity Career Fair, which took place at the Desert Diamond Casino & Hotel. Our SEU's Promotions Director and Promotions Manager attended this event and spoke with interested attendees about career opportunities in radio broadcastng as well as job openings within our SEU.
9	Participate in Career Fair	On September 24, 2024, our SEU's Promotions Manager participated in The University of Arizona's 2024 Fall Career Days - All Majors Fair, which took place in the University's Bear Down Gym, during which he spoke with interested attendees about career opportunities in radio broadcasting as well as job openings within our SEU.