

**KIIM-FM, KHYT(FM), KSZR(FM), KTUC(AM), and KCUB(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2022 – May 31, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSList”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
No Full-Time Positions Were Filled During this Reporting Period.		

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSList”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, 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 a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November/December 2022, 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 a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On January 24, 2023, our SEU's Market Manager participated in a facilitated session and presentation conducted by a Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a re-fresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed through our initial facilitated sessions and our subsequent video trainings.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2023, 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 (HIS) entitled, “Understanding Harassment” and “Anti-Harassment – Managers” (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 completion of each session.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HIS) on-line course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
6	Management-level training regarding Diversity, Equity, and Inclusion	On April 11, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.
7	Participate in program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On April 4, 2023, our SEU’s Director of Sales was invited to speak with a group of students at Pima Community College about career opportunities in media with a focus on radio sales. The education/skill sets necessary for success in the radio business was also discussed, emphasizing the ever-increasing role technology plays in the industry.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Participate in Career Fair	On September 14 and 15, 2022, our SEU's Promotions Manager participated in the Fall 2022 Eller Expo sponsored by the University of Arizona's Delta Sigma Pi, Eller Dean's Council, and Eller College of Management as well as the Fall 2022 Career Days. Both events took place on the University's campus in Tucson. Our Promotions Manager engaged with interested students about the company, careers in radio broadcasting, and job opportunities within our SEU.
<b>9</b>	Host Career Fair	From April 22 <sup>nd</sup> through April 28 <sup>th</sup> , 2023, our SEU hosted the Virtual Diversity Career Fair. All SEU stations promoted this event over the air. Interested job seekers were directed to a unique URL if intent on participating in the Fair. Our Promotions Manager, supported by the Promotions Team members, was available to talk with job seekers interested in our open positions as well as other career opportunities for consideration in radio broadcasting.
<b>10</b>	Participate in Career Fair	On January 18, 2023, our SEU's Promotions Manager participated in the 33 <sup>rd</sup> Annual Diversity Career Fair sponsored by the Arizona Daily Star in collaboration with the Tucson Indian Center, tucson.com, and Desert Diamond Casino. This event took place at the Desert Diamond Casino Hotel. Our Promotions Manager was available to engage with job seekers and provide information about the company, careers in radio broadcasting, and job opportunities within our SEU.
<b>11</b>	Participate in program sponsored by or on behalf of a professional organization relating to career opportunities in broadcasting	The American Advertising Federation of Tucson invited our SEU's Director of Sales to speak to the Pima Community College Business Club whose members are studying advertising and marketing. On April 17, 2023, he addressed the students via Zoom and shared information about career opportunities in media with a focus on radio sales as well as the education/skill sets necessary for success in the radio business, emphasizing the ever-increasing role technology plays in the industry.
<b>12</b>	Participate in Job Fair	On June 8, 2022, our SEU's Promotions Manager participated in the University of Arizona, Arizona State University, and Northern Arizona University Career Mixer sponsored by the Arizona Broadcasters Association, which took place at the Heard Museum in Phoenix. Our Promotions Manager interacted with students and other attendees and shared information about the company, careers in radio broadcasting, and job opportunities within our SEU.