

KIIM-FM, KHYT(FM), KSZR(FM), KTUC(AM), and KCUB(AM)
EEO PUBLIC FILE REPORT
June 1, 2023 – May 31, 2024

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
On-Air/Morning Drive	1 - 29, 32 - 49	32
Programming Director/On-Air	1 - 29, 32 - 48	32

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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	3
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
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 Now www.hireblacknow.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 Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	0
31	Internal Transfer/Promotion	N	0
32	Word-of-Mouth Referral	N	5
33	Rio Nuevo Service Center 340 North Commerce Park Loop 520-724-7650 rtilkens@azdes.gov	N	0
34	Cochise College Human Resources 901 N. Colombo Avenue (520) 515-3623 hr@cochise.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Cochise College 4190 W Highway 80 520-417-4750 connersm@cochise.edu omalleya@cochise.edu	N	0
36	DES Arizona at Work Workforce Service - Tucson - North 316 W Fort Lowell 520-638-2230 mpollinger@azdes.gov	N	0
37	Pascua Yaqui Tribe 7410 South Vahcom 520-879-5840	N	0
38	Pima County One Stop Kino Veterans Workforce Center 2801 East Ajo Way 520-724-2646 520-724-2635	N	0
39	Sullivan Jackson Employment 400 East 26th Street 520-724-7300 Daniel.sullivan@pima.gov	N	0
40	Arizona Rehabilitation Services Administration 1789 West Jefferson 2, NW 602-266-6752 vwhite@azdes.gov	N	0
41	Linkages 1001 N Alvernon Way 520-624-6452 info@linkagesarizona.org	N	0
42	Tucson Indian Center 97 East Congress, Suite 101 5208847131 vboone@ticenter.org	N	0
43	Washington Vocational Services 4257743338 jbruckshen@wvs.org	N	0
44	Fred G Acosta Job Corps Center 901 S Campbell Avenue 5208799182 mccormick.brad@jobcorps.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	International Rescue Committee 2100 N Kolb Road, Suite #101 5203192128 diane.stuart@theirc.org	N	0
46	Primavera Foundation 151 W 40th Street 5208829668 kcaldwell@primavera.org works@primavera.org	N	0
47	Tucson Urban League 2305 S Park Avenue 5207919522 dconner@tucsonurbanleague.net	N	0
48	Tucson Youth Development 1901 N Stone Avnue 5206235843 arnold.palacios@acehs.org	N	0
49	Pascua Yaqui Tribe of Arizona 7474 S Camino De Osete 5208795668 rosie.matas@pascuayaqui-nsn.gov	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	On August 10, 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>Privilege & Access Roundtable</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 Privilege and Access.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October and November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.
3	Management-level training regarding Diversity, Equity, and Inclusion	On November 29, 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>Advocacy & Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.

	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 and harassment	During the months of March and April of 2024, 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.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.
6	Participate in Job Fair	On September 14, 2023, our SEU’s Promotions Director and Promotions Manager participated in the University of Arizona Fall Career Fair, which took place in the Bear Down Gym on the University campus. They spoke with interested attendees about career opportunities in radio as well as job openings within our SEU.
7	Participate in and Media Sponsor of Job Fair	On January 24, 2024, our SEU’s Promotions Director and Promotions Manager participated in the Tucson Indian Center’s 34 th Annual Diversity Career Fair, which took place at the Desert Diamond Casino & Hotel. They spoke with interested attendees about career opportunities in radio broadcasting as well as job openings within our SEU. Given the SEU’s role as the media sponsor, this event was promoted on all SEU stations.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in Job Fair	<p>On February 13, 2024, our SEU's Promotions Director and Promotions Manager participated in the University of Arizona's Spring Career Days Job Fair, which took place in the Bear Down Gym on its campus, during which they spoke with interested attendees about career opportunities in radio broadcasting as well as job openings within our SEU.</p>
9	Participate in Job Fair	<p>On September 14, 2023, our SEU's Promotions Director and Promotions Manager participated in The American Media Association Job Fair, which took place in the Bear Down Gym on the campus of the University of Arizona, during which they spoke with interested attendees about career opportunities in radio broadcasting as well as job openings within our SEU.</p>