

**KUBL-FM, KENZ(FM), KBEE(FM), KBER(FM), KKAT(AM) and  
KHBT(FM)**

**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**

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Chief Engineer	1-41	1
Account Executive	1-41	1

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	9
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	1
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black</b> <a href="http://www.hireblack.com">www.hireblack.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Department of Workforce Services - Clearfield Employment Center</b> 1290 East 1450 South Clearfield, UT 84015 866-435-7414 Lflopez@utah.gov	N	0
31	<b>Department of Workforce Services - Metro Employment Center</b> 720 South 200 East Salt Lake City, UT 84111 801-526-0950 michaeljohnson@utah.gov	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
32	<b>Department of Workforce Services - South County Employment Center</b> 5735 South Redwood Road Taylorsville, UT 84123 801-269-4700 afracchia@utah.gov	N	0
33	<b>Indian Training and Education Center</b> 1455 W 2200 S Salt Lake City, UT 84119 801-973-6484 itecenter@qwestoffice.net twilliams@itecutah.org	N	0
34	<b>Catholic Community Services</b> 224 N 2200 W Salt Lake City, UT 84116 801-977-9119 cjordana@ccsutah.org	N	0
35	<b>Department of Workforce Services - Park City Employment Center</b> 910 Prospector Park City, UT 84060 866-435-7414 westonmiller@utah.gov thomaspaul@utah.gov	N	0
36	<b>Disability: IN Utah</b> 1595 W. 500 South Salt Lake City, UT 84104 801-887-9538 Leahlobato@utah.gov	N	0
37	<b>Governor's Committee on Employment of People with Disabilities</b> 1595 W. 500 South Salt Lake City, UT 84104 801-887-9538 leahlobato@utah.gov	N	0
38	<b>Utah State Office of Rehabilitation, USOR</b> 1595 W. 500 South Salt Lake City, UT 84104 801-887-0282 jmarino@utah.gov	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
39	<b>Evanston Workforce Center</b> 98 Independence Drive Evanston, WY 82930 307-789-9802 dws-Evanston-wc@wyo.gov timothy.wolf@wyo.gov	N	0
40	<b>Kemmerer Workforce Center</b> 20 Adaville Road Diamondville, WY 83116 307-877-5501 kemmerer-wc@wyo.gov tom.saprony@wyo.gov	N	0
41	<b>Clearfield Job Corps Center</b> 20 W 1700 S Clearfield, UT 84016 801-416-4690 spencer.lisa@jobcorps.org	N	0
42	<b>Employee Referral</b>	N	0
43	<b>Internal Transfer/Promotion</b>	N	0
			10

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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, <b>Empathetic Leadership</b> . This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “ <b>Empathetic Leadership: Cultivating Trust &amp; Inclusion</b> ,” 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.
<b>2</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between August 12 <sup>th</sup> and August 23 <sup>rd</sup> , 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 <b>Empathetic Leadership</b> 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.
<b>3</b>	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, <b>Perpetuating Allyship</b> . This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “ <b>Perpetuating Allyship</b> ” 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 Diversity, Equity, and Inclusion	Between December 16 <sup>th</sup> and 20 <sup>th</sup> , 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 <b>Perpetuating Allyship</b> 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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>7</b>	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.
<b>8</b>	Sponsor event for or on behalf of an educational institution related to careers in broadcasting	On April 10, 2025, our SEU welcomed students from the Radio Performance and Production class at Salt Lake City Community College for a tour of our facilities. Our Promotions Director conducted the tour, during which he talked about careers in radio broadcasting and shared information about open positions within the SEU. The students also had an opportunity to meet some of our on-air personalities to learn about their jobs and hear what it is like to work in this business.
<b>9</b>	Sponsor event for or on behalf of an educational institution related to careers in broadcasting	On November 28, 2024, our SEU welcomed students from the Radio Performance and Production class at Salt Lake City Community College for a tour of our facilities. Our VP/Market Manager, Operations Manager, and Marketing and Promotions Manager took turns conducting the tour, during which each discussed the numerous opportunities available for a career in radio broadcasting as well as open positions within our SEU.
<b>10</b>	Participate in event for or on behalf of an educational institution related to careers in broadcasting	On October 3, 2024, our SEU's Promotions Director and Promotions Assistant participated in the Murray School District's Vehicle Day in the Murray Park Amphitheater Parking Lot. This was designed as a career exploration event for current students which presented information about a variety of career opportunities available once they finished school. Our SEU representatives interacted with interested students to share information about career options available in radio broadcasting.