KIIM-FM, KHYT(FM), KSZR(FM), KTUC(AM), and KCUB(AM)
EEO PUBLIC FILE REPORT
June 1, 2025 – May 31, 2026

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
Market Account Executive	1- 41, 43	41

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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	1
2	**Indeed Website** *(not directly contacted by SEU)* www.indeed.com	N	2
3	**Glassdoor Website** *(not directly contacted by SEU)* www.glassdoor.com/index.htm	N	0
4	**LinkedIn Website** *(not directly contacted by SEU)* www.linkedin.com/jobs/	N	0
5	**Abilities in Jobs** www.abilitiesinjobs.com	N	0
6	**Disabled Person** www.disAbledperson.com	N	0
7	**Job Opportunities for Disabled Veterans** www.JOFDAV.com	N	0
8	**Veteran Job Center** www.veteranjobcenter.com	N	0
9	**Disabled Job Seekers** www.disabledjobseekers.com	N	0
10	**Diversity in Jobs** www.diversityinjobs.com	N	0
11	**US Diversity Job Search** www.usdiversityjobsearch.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	**Seniors in Jobs** www.seniorsinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	**Women in Jobs** www.womeninjobs.com	N	0
18	**Hire Black** www.hireblack.com	N	0
19	**African American Job Search** www.africanamericanjobsearch.com	N	0
20	**Asian Job Search** www.asianjobsearch.com	N	0
21	**Hispanic Job Exchange** www.hispanicjobexchange.com	N	0
22	**LGBT Job Search** www.lgbtjobsearch.com	N	0
23	**Seniors to Work** www.seniorstowork.com	N	0
24	**Gila River Indian Community** 192 South Skill Center Road Sacaton, AZ 85147 520-563-3387/88 eric.white@gric.nsn.us	N	0
25	**Rio Nuevo Service Center** 340 North Commerce Park Loop Tucson, AZ 85745 520-724-7650 rtilkens@azdes.gov	N	0
26	**Cochise College Human Resources** 901 N. Colombo Avenue Sierra Vista, AZ 85635 (520) 515-3623 hr@cochise.edu	N	0
27	**Cochise College** 4190 W Highway 80 Douglas, AZ 85607 520-417-4750 connersm@cochise.edu omalleya@cochise.edu	N	0
28	**Sullivan Jackson Employment Center** 400 East 26th Street Tucson, AZ 85713 520-724-7300 Daniel.sullivan@pima.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	**Linkages** 1001 N Alvernon Way Tucson, AZ 85745 520-624-6452 info@linkagesarizona.org	N	0
30	**VOC for Veterans Primavera Foundation** 151 W 40th Street Tucson, AZ 85713 520-882-9668 works@primavera.org	N	0
31	**Tucson Indian Center** 97 East Congress, Suite 101 Tucson, AZ 85701 5208847131 vboone@ticenter.org	N	0
32	**Fred G Acosta Job Corps Center** 901 S Campbell Avenue Tucson, AZ 85719 5208799182 mccormick.brad@jobcorps.org	N	0
33	**International Rescue Committee** 2100 N Kolb Road, Suite #101 Tucson, AZ 85715 5203192128 diane.stuart@theirc.org	N	0
34	**Pascua Yaqui Tribe of Arizona** 7474 S Camino De Osete Tucson, AZ 85746 5208795668 rosie.matas@pascuayaqui-nsn.gov	N	0
35	**Primavera Foundation** 151 W 40th Street Tucson, AZ 85713 5208829668 kcaldwell@primavera.org	N	0
36	**San Carlos Apache Tribe-College** PO Box 344 San Carlos, AZ 85550 928-475-2305 avarista.chatlin@scat-nsn.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	**Tucson Urban League** 2305 S Park Avenue Tucson, AZ 85713 5207919522 dconner@tucsonurbanleague.net	N	0
38	**Tucson Youth Development** 1901 N Stone Avenue Tucson, AZ 85705 5206235843 arnold.palacios@acehs.org	N	0
39	**University of Arizona College of Veterinary Medicine** 1580 E Hanley Boulevard Oro Valley, AZ 85737 520-626-2476 kchimienti@arizona.edu	N	0
40	**Department of Economic Security** 1455 South Alvernon Tucson, AZ 85711 520-872-9095 tcelestine@azdes.gov	N	0
41	**Employee Referral**	N	1
42	**Internal Transfer/Promotion**	N	0
43	**Word-of-Mouth Referral**	N	1
			5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 20, 2025, 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 Vice President , 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.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	On August 27, 2025, or September 17, 2025, our SEU's Market Manager and HR Business Partner were required to participate in a facilitated session and presentation conducted by CultureAlly, entitled, Emotional Safety & Inclusive Workspaces. This 90-minute session explored the essential role of emotional safety in creating healthy workplace relationships and inclusive environments. Participants learned how emotional safety impacts team dynamics and gained practical tools to improve communication, navigate challenges, and foster collaboration. The session empowered participants to build a culture where everyone feels valued and able to contribute.
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of November and December 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, Where Every Voice Matters: Inclusivity Series – Volume Two, which was presented in three (3) segments: The Powerful Force of Empathy; Listening to Understand; and the Benefits of Small Kindness: Using Micro-Affirmations. These sessions explored the difference between empathy and sympathy, emphasizing how empathetic listening can strengthen trust in relationships. They introduced micro-affirmations—small, consistent acts of kindness—as a practical way to build inclusive communities. Participants learned how to listen more effectively and incorporate these tools into daily routines for personal and professional growth.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	During the month of May 2026, our SEU participated in additional training. Certain hiring managers as well as certain staff members completed the Health & Safety Institute (HSI) online course, *Importance of Trust and Integrity.* The course segments explored the core components of trust—integrity, follow-through, consistency, loyalty, and openness—and highlighted why integrity sits at the heart of effective organizations and explained how trust drives better everyday decisions, stronger collaboration, and healthier, more productive teams. SEU members who were unable to complete the training in May 2026 will complete it in June 2026.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of May 2026, our SEU participated in harassment prevention training. Certain hiring managers as well as certain staff members completed a series of sessions prepared by the Health & Safety Institute (HSI) entitled, *Harassment Prevention and the Respectful Workplace*. These sessions are designed to help employees at all levels understand workplace harassment and explain how to build a stronger, more respectful work environment through concise overviews and reflection opportunities that deepen knowledge and awareness. By empowering employees to recognize, prevent, and address harassment, the workplace will hopefully not only become harassment-free, but also collaborative, supportive, and engaging. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session. SEU members who were unable to complete the training in May 2026 will complete it in June 2026.
6	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 30, 2026, our SEU's VP/Market Manager attended the University of Arizona's Student Athlete Career Night which took place at the McKale Center in Tucson, Arizona. He interacted with student athletes and shared insights about career opportunities in broadcast media.
7	Participate in Career Fair	On February 20, 2026, our SEU's Promotions Director attended the All-Majors Career Fair at the University of Arizona in Tucson, Arizona. She interacted with the students and shared information about career opportunities in media as well as open positions within the SEU and company.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in Career Fair	On September 17, 2025,Our SEU's Promotion Manager attended the All-Majors Career Fair at the University of Arizona in Tucson, Arizona, during which she interacted with the students and shared information about career opportunities in media as well as open positions within the SEU and company.