

**KUBL-FM, KENZ(FM), KBEE(FM), KBER(FM), KFNZ(AM), KKAT(AM),
KRRF(AM) and KHTB(FM)
EEO PUBLIC FILE REPORT
June 1, 2016-May 31, 2017**

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
Account Executive	1-12, 16	12
Account Executive	1-12, 16	12
Account Executive	1-12, 16	12
On-Air Personality	1-12, 16	12
Account Executive	1-12, 15-16	15
Traffic Director	1-12, 16	12
General Sales Manager	1-12, 16	12
Promotions Director	1-12, 16	12
Account Executive	1-12, 16	12
Digital Platforms Manager	1-12, 16	12
Account Executive	1-12, 16	9

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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	<p>Utah Department of Workforce Services 1385 South State Street Salt Lake City, Utah 84115 postajob@utah.gov 801-468-0097</p> <p>Workforce Development Specialist – Michael McCluskey 1385 South State Street Salt Lake City, Utah 84115 mmclcluskey@utah.gov 801-518-2468</p>	No	0
2	<p>Southern Utah University Career Services 351 West University Boulevard Cedar City, Utah 84720 brandonarmstrong@suu.edu 435-586-5456</p>	No	0
3	<p>University of Utah Career Services 201 South 1460 East, 350SSB Salt Lake City, Utah 84112 jobs@sa.utah.edu 801-581-5217</p> <p>Center for Ethnic Affairs 200 South Central Campus Drive, Room 235 Salt Lake City, Utah 84112 denise.montano@utah.edu 801-581-8151</p> <p>Women’s Resource Center Attn: Nicole Wobbe-Espinoza 200 South Central Campus Drive, Room 293 Salt Lake City, Utah 84112 nwobbe-espinoza@sa.utah.edu 801-581-8030</p>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
4	Weber State University Career Services Ogden, Utah 84408-1116 careerservices@weber.edu 801-626-6393	No	0
5	Brigham Young University Website http://bridge.byu.edu	No	0
6	Indeed Website www.indeed.com	No	5
7	Glass Door Website www.glassdoor.com	No	0
8	Internal Posting	No	1
9	Cumulus Website www.cumulus.com	No	16
10	Link Up www.linkup.com	No	2
11	Facebook www.facebook.com	No	0
12	Word-of-Mouth Referral	No	18
13	Inside Radio Website www.insideradio.com	No	0
14	All Access allaccess.com	No	0
15	Re-Hire previous employee	No	1
16	Simply Hired www.simplyhired.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			43

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	<p>On March 8, 2017, our SEU participated in a job fair sponsored by the Utah Broadcasters Association held at the Utah Union Ballroom on the campus of the University of Utah. SEU representatives occupied a booth and spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU. SEU participants included our General Sales Managers, Program Directors, Promotions Directors and Business Manager.</p>
2	Internship Program	<p>Our SEU offers internship opportunities to college students in our Programming Department on an on-going basis. Area colleges and universities are contacted routinely about our internship program.</p> <p>During this reporting period our SEU hosted five (3) student interns as follows:</p> <p>1 from the Brigham Young University 1 from University of Utah; and 1 from Weber State University.</p> <p>These student interns were supervised by one of the SEU's Program Directors and assisted with a variety of tasks in the Programming Department including: researching and recruiting for guest appearances for the live shows, researching and developing show content including but not limited to sports statistics and trending pop culture, and screening incoming calls. The interns also accompanied SEU On-Air Talent, and Promotion staff members when they attended live remote broadcasts, on-air personality appearances.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Paid Internship Program	<p>Our SEU offers paid internship opportunities to students from Salt Lake Community College from the Radio Broadcast Class. The SEU's Marketing and Promotions Manager participated in a career day with Salt Lake Community College's Broadcast Radio Class hosted by Professor Scot Singpiel. The SEU's Marketing and Promotions Manager spoke with attendees about career opportunities in broadcasting as well as openings within the SEU for paid internships.</p> <p>During this reporting period our SEU hosted two (2) student paid interns. The student interns are supervised by one of the SEU's Promotion Directors and assisted with a variety of tasks in the Promotions Department including, setting up equipment and staging for live remote broadcasts, coordinating with On-Air Talent, and acting as station ambassador with station clients and listeners.</p>
4	Success in Education	<p>Our SEU participated with local sponsors in conjunction with the Success in Education Foundation. The mission is to motivate Utah elementary and high school students to advance academically by working with schools to reward educational accomplishments. On-Air Talent for three of the SEU's FM stations host school assemblies to recognize students who are making improvements academically.</p>
5	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>On June 14, 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager, Sales Manager and Business Manager were active attendees in that seminar.</p>