

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

EEO PUBLIC FILE REPORT

June 1, 2022 – May 31, 2023

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	1-30, 32-48	1
On-Air Talent	1-29, 32-48	1
Account Executive	1-30, 32-48	1
On-Air Talent	1-30, 32-48	30
Programming Director/On-Air Talent	1-29	1
Promotions Director	1-30	30
Account Executive	1-29, 32-37, 39-48	1
On-Air Afternoon Talent	1-30, 32-40	30

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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	11
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	1
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	1
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 Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Word-of-Mouth Referral	N	3
31	Internal Transfer/Promotion	N	0
32	Department of Workforce Services - Clearfield Employment Center 1290 East 1450 South Clearfield, UT 84015 801-776-7800 dnordfelt@utah.gov drogers@utah.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Department of Workforce Services - Metro Employment Center 720 South 200 East Salt Lake City, UT 84111 801-536-7000 alomu@utah.gov bnewren@utah.gov	N	0
34	Department of Workforce Services - Midvale Employment Center 7292 South State Street Midvale, UT 84107 801-567-3800 gkimber@utah.gov jlay@utah.gov	N	0
35	Department of Workforce Services - South County Employment Center 5735 South Redwood Road Taylorsville, UT 84123 801-269-4700 afracchia@utah.gov gkimber@utah.gov	N	0
36	Department of Workforce Services - South Davis Center 763 West 700 South Woods Cross, UT 84087 801-298-6600 cmayne@utah.gov dnordfelt@utah.gov	N	0
37	Department of Workforce Services - West Valley Employment Center 2750 South 5600 West, Suite A West Valley City, UT 84120 801-840-4400 kacole@utah.gov	N	0
38	Utah State Office of Vocational Rehabilitation Administration Office Salt Lake City, UT 84111 801-538-7964 leahlobato@utah.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Department of Workforce Services - Direct Services 140 East 300 South Salt Lake City, UT 84111 1-801-526-9295 gkimber@utah.gov postajob@utah.gov	N	0
40	Indian Training and Education Center 1455 W 2200 S Salt Lake City, UT 84119 801-973-6484 itecenter@qwestoffice.net twilliams@itecutah.org	N	0
41	Salt Lake Community College 4600 S Redwood Road Salt Lake, UT 84123 801-957-7522 jackie.hesleph@slcc.com	N	0
42	Alumni Career Services Job Club - The University of Utah Salt Lake City, UT 801-585-5036 melody.murdock@alumni.utah.edu	N	0
43	Catholic Community Services 224 N 2200 W Salt Lake City, UT 84116 801-977-9119 cjordana@ccsutah.org	N	0
44	Department of Workforce Services - Park City Employment Center 1960 Sidewinder Drive, Suite 103 Park City, UT 84060 435-649-8451 bkessin@utah.gov ethompson@utah.gov	N	0
45	Disability: IN Utah 1595 W. 500 South Salt Lake City, UT 84104 801-887-9538 Leahlobato@utah.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	Governor's Committee on Employment of People with Disabilities 1595 W. 500 South Salt Lake City, UT 84104 801-887-9538 leahlobato@utah.gov	N	0
47	Utah Department of Workforce Services P.O. Box 45249 Salt Lake City, UT (801) 526-9675 dwscontactus@utah.gov	N	0
48	Utah State Office of Rehabilitation, USOR 1595 W. 500 South Salt Lake City, UT 84104 801-887-0282 jmarino@utah.gov	N	0
49	KSL.com	N	2
50	On-Air Announcements (<i>one or more SEU stations</i>)	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

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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	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 25, 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.

	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 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 their 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 20, 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 Job Fair	On February 10, 2023, our SEU’s General Sales Manager and Director of Sales attended the Sales Innovation Summit and Job Fair, sponsored by the University of Utah’s David Eccles School of Business, which took place in the Robert H. and Katharine B. Garff Building on the University’s campus. They took part in the six breakout sessions which preceded the job fair that provided insight into the field of sales and were also available to speak with students and other attendees about the company, career opportunities in broadcasting with an emphasis on sales, and job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in Career Fair	On March 30, 2023, our SEU's Promotions Director and Social Media Coordinator participated in the Muir Elementary School Career Fair in Bountiful, Utah, during which she talked about how radio stations operate, her job, and the numerous opportunities available for a future career in broadcasting.
9	Participate in Career Fair	On March 15, 2023, our SEU's Promotions Director and Social Media Coordinator participated in the Utah Broadcasters Association job fair, which took place in the Ray Olpin Union Ballroom on the University of Utah campus. She was available to talk with interested attendees about the company, career opportunities in broadcasting, and job openings within the SEU.
10	Participated in Career Fair	On September 27, 2022, Station KBEE-FM's "B98.7 Team" attended the Murray High School Career Fair in Murray, Utah, during which they talked about the company, their jobs, the numerous career opportunities in broadcasting, and the education/skill sets necessary for success in the radio business.