

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

**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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1 – 10, 31-33, 35, 40, 43 – 46, 48	31
Programming Director/ On Air	1 – 30, 32, 33, 35, 40, 43-46, 48	30

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

**EEO PUBLIC FILE REPORT**

June 1, 2023 – May 31, 2024

**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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	8
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	0
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 Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.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 Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	1
31	<b>Internal Transfer/Promotion</b>	N	1
32	<b>Department of Workforce Services - Clearfield Employment Center</b> 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	<b>Department of Workforce Services - Metro Employment Center</b> 720 South 200 East Salt Lake City, UT 84111 801-536-7000 alomu@utah.gov bnewren@utah.gov	N	0
34	<b>Department of Workforce Services - Midvale Employment Center</b> 7292 South State Street Midvale, UT 84107 801-567-3800 gkimber@utah.gov jlay@utah.gov	N	0
35	<b>Department of Workforce Services - South County Employment Center</b> 5735 South Redwood Road Taylorsville, UT 84123 801-269-4700 afracchia@utah.gov gkimber@utah.gov	N	0
36	<b>Department of Workforce Services - South Davis Center</b> 763 West 700 South Woods Cross, UT 84087 801-298-6600 cmayne@utah.gov dnordfelt@utah.gov	N	0
37	<b>Department of Workforce Services - West Valley Employment Center</b> 2750 South 5600 West, Suite A West Valley City, UT 84120 801-840-4400 kacole@utah.gov	N	0
38	<b>Utah State Office of Vocational Rehabilitation</b> 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	<b>Department of Workforce Services - Direct Services</b> 140 East 300 South Salt Lake City, UT 84111 1-801-526-9295 gkimber@utah.gov postajob@utah.gov	N	0
40	<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
41	<b>Salt Lake Community College</b> 4600 S Redwood Road Salt Lake, UT 84123 801-957-7522 jackie.hesleph@slcc.com	N	0
42	<b>Alumni Career Services Job Club - The University of Utah</b> Salt Lake City, UT 801-585-5036 melody.murdock@alumni.utah.edu	N	0
43	<b>Catholic Community Services</b> 224 N 2200 W Salt Lake City, UT 84116 801-977-9119 cjordana@ccsutah.org	N	0
44	<b>Department of Workforce Services - Park City Employment Center</b> 1960 Sidewinder Drive, Suite 103 Park City, UT 84060 435-649-8451 bkessin@utah.gov ethompson@utah.gov	N	0
45	<b>Disability: IN Utah</b> 1595 W. 500 South Salt Lake, UT 84104 801-887-9538 Leahlobato@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>
46	<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
47	<b>Utah Department of Workforce Services</b> P.O. Box 45249 Salt Lake City, UT (801) 526-9675 dwscontactus@utah.gov	N	0
48	<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
			10

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

**EEO PUBLIC FILE REPORT**

**June 1, 2023 – March 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
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 &amp; 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 &amp; 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 and 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 March 13, 2024, our SEU’s Promotions Director participated in the Utah Broadcasters Association Job Fair, which took place on the campus of the University of Utah, during which he spoke with interested attendees about career opportunities in radio as well as job openings within our SEU.
7	Host an event sponsored by or on behalf of an educational institution related to careers in broadcasting	On March 14, 2024, our SEU hosted students from Salt Lake City Community College’s Broadcasting Department for a tour of our facilities. The tour was conducted by our Promotions Director, who gave the students a glimpse behind the scenes of the radio business. They were introduced to multiple members of our leadership team who shared information about the wide variety of career opportunities available in radio broadcasting specifically and media generally. The students were encouraged to discuss their career aspirations and received guidance about best practices moving forward.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On May 6, 2024, our SEU's Promotions Director participated in the City of West Haven's Touch-a-Truck event. He arrived at West Haven Sports Park in a Cumulus vehicle displaying the logos of the Salt Lake City stations and was available to speak with interested attendees about career opportunities in radio as well as job openings within our SEU.