

**KUBL-FM, KENZ(FM), KBEE(FM), KBER(FM), KFNZ(AM), KKAT(AM),
KJQS(AM) and KHTB(FM)
EEO PUBLIC FILE REPORT
June 1, 2015-May 31, 2016**

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 |
|--------------------------|--|---------------------------|
| On-Air Personality | 21, 22 | 21 |
| Market Manager | 11-14, 18-20, 23-24 | 14 |
| Digital Media Director | 11-14, 18-20, 23-24 | 21 |
| On-Air Personality | * | * |
| On-Air Personality | * | * |
| Account Executive | 11-14, 18-20, 23-24 | 19 |
| General Sales Manager | 11-14, 18-20, 23-24 | 14 |
| Account Executive | 11-14, 18-20, 23-24 | 14 |
| Account Executive | 11-14, 16, 18-20, 23-24 | 20 |
| Operations Manager | 11-14, 18-20, 23-24 | 19 |
| Engineering Asst/IT Spec | 11-14, 18-20, 23-24 | 14 |
| Account Executive | 11-14, 16, 18-20, 23-24 | 20 |
| Account Executive | 11-14, 16, 18-20, 23-24 | 16 |
| On-Air Personality | 11-14, 18-20, 23-24 | 14 |
| Account Executive | 11-14, 16, 18-20, 23-24 | 14 |
| Account Executive | 11-14, 16, 18-20, 23-24 | 16 |
| General Sales Manager | 11-14, 18-20, 23-24 | 20 |
| Marketing Manager | 11-14, 18-20, 23-24 | 19 |
| Account Executive | 11-14, 18-20, 23-24 | 14 |
| Account Executive | 11-14, 18-20, 23-24 | 14 |
| Account Executive | 11-14, 18-20, 23-24 | 19 |

* Exigent circumstances

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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 | Salt Lake Community College Attn: Angelita Florez 3491 West Wights Fort Road West Jordan, Utah 84088 angelita.florez@slcc.edu 801-957-2816 | No | 0 |
| 2 | Southern Utah University Career Services 351 West University Boulevard Cedar City, Utah 84720 brandonarmstrong@suu.edu postjobs@suu.edu 435-586-5456 | No | 0 |
| 3 | Stevens Henager College 383 West Vine Street Salt Lake City, Utah 84123 Aaron.hobbes@stevenshenager.edu Robert.bailey@stevenshenager.edu Kathie.leany@stevenshenager.edu 801-531-1180 | No | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 4 | <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 |
| 5 | <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 |
| 6 | <p>Utah State University Career Services 4305 Old Main Hill University Inn, Room 102 Logan, Utah 84322-4305 career.services@usu.edu 435-797-7777</p> | No | 0 |
| 7 | <p>Utah Valley University Tyler Nelson-Employer Relations Coordinator Summit Heights Orem, Utah 84058 careerdevelopmentcenter@uvu.edu 801-863-7438</p> | No | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 8 | Weber State University Career Services Ogden, Utah 84408-1116 careerservices@weber.edu 801-626-6393 | No | 0 |
| 9 | Westminster College Career Center 180 South 1300 East Salt Lake City, Utah 84105 postjobs@westminstercollege.edu 801-832-2590 | No | 0 |
| 10 | Brigham Young University Website www.alumnicareers.byu.edu | No | 0 |
| 11 | Indeed Website www.indeed.com | No | 4 |
| 12 | Simply Hired Website www.simplyhired.com | No | 0 |
| 13 | Glass Door Website www.glassdoor.com | No | 0 |
| 14 | Word-of-Mouth Referral | No | 17 |
| 15 | Inside Radio Website www.insideradio.com | No | 0 |
| 16 | On Air Announcements (<i>one or more SEU stations</i>) | No | 9 |
| 17 | SEU Job Fairs (<i>see Section III</i>) | No | 0 |
| 18 | Internal Posting | No | 2 |
| 19 | Cumulus Website www.cumulus.com | No | 28 |
| 20 | Linked In Website linkedin.com | No | 9 |
| 21 | Re-Hire previous employee | No | 4 |
| 22 | All Access allaccess.com | No | 4 |
| 23 | Link Up www.linkup.com | No | 0 |
| 24 | Facebook www.facebook.com | No | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 79 |

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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 9, 2016, 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 (5) student interns as follows:</p> <ul style="list-style-type: none"> 1 from the Brigham Young University 1 from University of Utah 1 from Syracuse; and 2 from Weber State University. <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. On March 23, 2016, 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> |