

**KUBL-FM, KENZ(FM), KBEE(FM), KBER(FM), KKAT(AM), and
KHTB(FM)
EEO PUBLIC FILE REPORT
June 4, 2018-May 31, 2019¹**

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	2, 4-10, 12-15	4
Account Executive	2, 4-10, 12-15	4
Digital Sales Manager	2, 4-10, 12-14	10
Account Executive	2, 4-10, 12-14	7
Account Executive	2, 4-10, 12-14	10

¹ On June 1, 2018, the Commission approved the major change application transferring all of the stations licensed to Cumulus Media, Inc.’s subsidiary licensees to a reorganized Cumulus Media Inc. entity (BTC-20180322ABI, *et al.*). See *Cumulus Media, Inc., Debtor-in-Possession Seeks Approval to Transfer Control of and Assign FCC Authorizations and Licenses, et al., Memorandum Opinion and Order*, DA 18-568. On June 4, 2018, the reorganized Cumulus Media Inc. consummated this transfer, and, as a result, this new entity controls the stations in the Salt Lake City, Utah market.

Accordingly, the current licensee of the stations in the Salt Lake City, Utah station employment unit can only demonstrate compliance for the period from June 4, 2018 until May 31, 2019 for its 2019 EEO reporting period. This Report was revised in June 2020 to address reporting issues.

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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	University of Utah Career Services 201 South 1460 East, 350SSB Salt Lake City, Utah 84112 jobs@sa.utah.edu 801-581-5217	No	1
2	Weber State University Career Services Ogden, Utah 84408-1116 careerservices@weber.edu 801-626-6393	No	0
3	Brigham Young University Website http://bridge.byu.edu	No	0
4	Indeed Website www.indeed.com	No	10
5	Glassdoor Website www.glassdoor.com	No	0
6	Internal Posting	No	0
7	Cumulus Jobs Website www.cumulus.com	No	8
8	LinkUp www.linkup.com	No	0
9	Facebook www.facebook.com	No	0
10	Word-of-Mouth Referral	No	3
11	Inside Radio Website www.insideradio.com	No	0
12	ZipRecruiter www.ziprecruiter.com	No	0
13	SEU Job Fair/Open House	No	0
14	Monster www.monster.com	No	0
15	On-Air Announcements (one or more SEU stations)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			22

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On March 6, 2019, our SEU participated in a job fair sponsored by the Utah Broadcasters Association held in the Utah Union Ballroom on the campus of the University of Utah. Our General Sales Managers, Program Directors, Promotions Directors and Business Manager occupied a booth and spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU.
2	Internship Program	Our SEU offers internship opportunities to students from Salt Lake Community College’s Radio Broadcast class. During this reporting period, our SEU hosted one (1) intern from the College, who was supervised by our Operations Managers and Production Director. This student learned about many aspects of broadcasting including programming and production, promotions, marketing, and advertising by working closely with his supervisors and other SEU personnel in each department. He received specific instruction about and developed skills in traffic reporting, commercial production, and engineering the board for local broadcasts.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Participate in event/program sponsored by an educational institutions relating to career opportunities in broadcasting	On November 1, 2018, our SEU's Marketing and Promotions Manager and the Operations Managers participated in Salt Lake Community College's career day by hosting its Broadcast Radio class and its professor for a tour of our facilities, during which they were given an opportunity to interact with our staff. Following the tour, the Marketing and Promotions Manager and Operations Managers spoke with the students about career opportunities in broadcasting and the education/skill sets necessary for success in the radio business, emphasizing the ever-increasing role technology plays in the industry. They also shared information about job openings and interships opportunities within the SEU.
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April, 2019, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in event/program sponsored by an educational institutions relating to career opportunities in broadcasting	On April 11, 2019, our SEU’s Marketing and Promotions Manager and the Operations Managers participated in Salt Lake Community College’s career day by hosting its Broadcast Radio class and its professor for a tour of our facilities, during which they were given an opportunity to interact with our staff. Following the tour, the Marketing and Promotions Manager and Operations Managers spoke with the students about career opportunities in broadcasting and the education/skill sets necessary for success in the radio business, emphasizing the ever-increasing role technology plays in the industry. They also shared information about job openings and interships opportunities within the SEU.
6	Participate in event/program sponsored by an educational institutions relating to career opportunities in broadcasting	On February 13, 2019, the SEU’s Senior Account Executive, who is also the Lt. Governor of the American Advertising Federation (“AAF”), represented our SEU at an event sponsored by AAF-Utah. Students from area colleges were invited to a luncheon to learn about career opportunities in broadcasting from broadcasters and advertising agencies. After the luncheon, students spent the remainder of the day job-shadowing broadcasting participants. Our SEU hosted a student from Brigham Young University to job-shadow our Senior Account Executive. After receiving a tour of our facilities, the student was introduced to senior managers from our programming, sales, production, and business departments, during which each manager talked with the student about their responsibilities at our Stations and answered questions.