

**ZELUS ESPORTS LLC/
dba ZELUS MEDIA GROUP LLC
KKFR-FM / KZON-FM / KMVA-FM / KOAI-FM
EEO PUBLIC FILE REPORT
JUNE 1, 2024- MAY 31, 2025**

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Chief Executive Officer/President	Exigent-Change of Ownership	n/a
Vice President of Revenue	Exigent-Change of Ownership	n/a
Digital Strategist	Exigent-Change of Ownership	n/a
Digital Marketing Strategist	Exigent-Change of Ownership	n/a
On-Air Personality	1-5, 15, 24-25, 27	27
Integrated Marketing Manager	24-25, 27, 29, 31	24
Integrated Marketing Manager	24-25, 27, 29, 31	29
Integrated Marketing Manager	24-25, 27, 29, 31	29
Integrated Marketing Manager	24-25, 27, 29, 31	31

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II. Master Recruitment Source List (MRSL)

RS Number	Recruitment Source	Recruitment Request	Interviewee Count
1	Phoenix Indian Center Inc (Mail) 4041 N Central Ave, Bldg B, Phoenix , AZ 85012 bblixt@phxindcenter.org (P) 602-264-6768	No	0
2	Goodwill Industries (Mail) Contact: Career Services 2626 W Beryl Ave, Phoenix, AZ 85021 (P) 602-535-4000	No	0
3	Phoenix Job Corps Center (mail) 518 S 3 rd Street, Phoenix, AZ 85004 (P)800-733-5627	No	0
4	Glendale Community College (mail) Attn: Job placement 6000 W Olive Ave, Glendale, AZ 85302 (P) 623-845-3000	No	0
5	East Valley Institute of Technology (mail) Attn: Pulse Radio/Program Director 1601 W Main St, Mesa, AZ 85201 (P) 480-461-4000	No	0
6	Arizona State University (email) Contact: Career Services P.O. Box 871312, Tempe, AZ 85287-1312 (P) 480-965-2350 careerservices@asu.edu	No	0
7	Arizona Latino Media Association (email) P.O. Box 1168, Phoenix, AZ 85001 azlatinomedia@gmail.com	No	0
8	Grand Canyon University (email) 3300 W Camelback Rd Phoenix, AZ 85017 (P) 602-639-6417 careerservices@gcu.edu	No	0
9	Phoenix College (email) 1202 W Thomas Rd, Phoenix, AZ 85013 (P)602-285-7777 www.phoenixcollege.edu/student-resources/career-services	No	0
10	Arizona Department of Veterans' Services (email) 3839 N 3 rd St, Phoenix, AZ 85012 (P) 602-255-3373 info@arizonacoalition.org	No	0
11	Media Staffing (email) info@mediastaffing.com	No	0
12	Gateway Community College (Maricopa site) 108 N 40 th St, Phoenix, AZ 85034 (P) 602-286-8500 careercenter@gatewaycc.edu	No	0

13	Arizona Media Association (Post to site) 555 N Central Ave, Suite 302, Phoenix, AZ 85004 ama@azmedia.org	No	0
14	www.TVandRadiojobs.com	No	0
15	www.indeed.com	No	2
16	www.media-match.com	No	0
17	www.amfmjobs.com	No	0
18	All Access www.allaccess.com	No	0
19	Inside Radio Classified www.insideradio.com (P) 602-200-6800	No	0
20	www.radioonline.com	No	0
21	Ziprecruiter.com	No	0
22	Department of Economic Security www.AZJobConnection.gov	No	0
23	Radioinsight.com	No	0
24	www.linkedin.com	No	1
25	Social Media Sites	No	0
26	Internal Promotion, On site job posting	No	0
27	Station Websites & On Air Broadcast www.951thewowfactor.com www.hot975phoenix.com www.power983.com	No	4
28	Walk- Ins / Self-Inquiry	No	0
29	Employee Referral / Word Of Mouth	No	5
30	Career Fairs	No	0
31	Outside Vendors/Agencies	No	2
32	Greater Phoenix Urban League (left message) 1402 S. 7 th Avenue, Phoenix, AZ 85007 (P) 602-254-5611	No	0

TOTAL INTERVIEWEES: 14

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III. Recruitment Initiatives

May 8, 2025: Training to Management for EEO & preventing discrimination

- SEU participated in Preventing Workplace Harassment-Extended Office version (one hour). Training was done online through Traliant requiring participant to watch training and answer questions throughout. There was a final test at the end that had to be passed to receive certification. Participants included: CEO/President, Vice President of Revenue, Vice President of Sales, Digital Sales Manager, Business Manager, Vice President of Marketing, Director of Operations, Program Directors, IT Director, and Social Media Director. Participants were given one week to complete the course. In this practical, interactive course, SEU examined numerous scenarios and engaged in interactive exercises designed to explore the nuances of workplace harassment, discrimination, retaliation, and other types of inappropriate workplace conduct. Through watching relatable stories (including real-life workplace stories shared through unscripted interviews), SEU learned how to promote a work environment free of harassment, how to confront and report inappropriate behavior, and how the special responsibilities of supervisors are important in preventing and reporting inappropriate conduct.

May 19, 2025: Training to all SEU staff

- SEU participated in Unconscious Bias-Employees training. Training was done online through Traliant requiring participant to watch training and answer questions throughout. Participants included all full-time and part-time staff and were given 12 days to complete the course. This 30-minute training focused on providing practical guidance that learners can implement immediately in their workplace to help reduce the negative impact of bias and promote a diverse and inclusive workplace culture. The SEU's interactive online training went beyond detailing the benefits of an inclusive workplace to focus on practical steps employees can take to create a more positive workplace. Specifically, the course challenged learners to explore the nuances of unconscious, implicit biases, and how individual biases can impact SEU's judgments and decisions about others at work.