

**KMSB & KTTU, TUCSON, ARIZONA
FACILITY IDs 44052 & 11908**

EEO PROGRAM REPORT

2021-2022

During the period covered by this report, the manager of these stations resigned and has not yet been replaced. The stations' outreach initiatives were led by the manager and the stations have no access to that information. The position is being covered by the Director of Sales, who is committed to expanding the stations' outreach over the next twelve months.

Also, during this period the stations added a recruitment team to the hiring process. Due to a miscommunication between the recruitment team and the existing HR team, the notices for the Account Executive and Sr. Account Executive positions were not entered into the system used for circulation. This issue has been resolved by instituting a standard operating procedure that places the responsibility for entering all such notifications into the system to specific individuals.