

KSPN-FM, KNFO-FM
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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 | Aspen Times News Paper 310 E Main Aspen, Co 81611 | N | 1 |
| 2 | Ohio Center For Broadcasting 5800 W. Alameda Ave. Suite A Denver, CO 80226 (303) 937-7070 | N | 0 |
| 3 | The Glenwood Springs Post Independent 970.945.8515 | N | 1 |
| 4 | Craig’s List Craigslist.com | N | 1 |
| 5 | Colorado Workforce Center 602 Galena St. Frisco, CO 80443 (970) 668-5360 | N | 0 |
| 6 | Twitter/Facebook | N | 0 |
| 7 | On-Air Broadcast/Website – AlwaysMountainTime 970.879.5368 | N | 0 |
| 8 | Colorado Broadcasters Association (CBA) 445 Union Blvd. Suite 306 Lakewood, CO. 80228 (720) 536-5427 | N | 0 |
| 9 | Allaccess.com 28955 Pacific Coast Hwy St. Z10-5 Malibu, CA 90265 (310) 457-6616 | N | 0 |

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| | | | |
|---|--|---|----------|
| 10 | Aspen Chamber of Commerce 425 Rio Grande Place Aspen, CO 81611 970-925-1940 | N | 0 |
| 11 | El Montanes, LLC - Spanish Newspaper P.O Box 155 Carbondale, Co. | N | 0 |
| 12 | Colorado Work Force Center 51027 HWY 6 & 24 Glenwood Springs | N | 2 |
| 13 | Industry Referral | N | 0 |
| 14 | Employee Referral | N | 0 |
| 15 | Unsolicited Resumes | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 5 |

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III. RECRUITMENT INITIATIVES

| Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|--|--|
| Internship Program | KSPN offered a non- paid summer internship program to three students interested in radio broadcasting. The interns received experience in the promotions department, the creative ad writing process, production department, and on air reporting. |
| Host Youth Groups | Each year, we host various elementary school groups, girl scout groups, and boy scout groups with the intent to talk to them about how radio stations operate and careers in broadcasting. |
| Colorado Broadcasters' Association Virtual Job Fair | Participated the February, 2016 Virtual job fair as an effort to educate the public about the job positions available at our stations and the qualifications necessary to fill those positions. |