

**KIMN-FM, KKSE, KWOE-FM, KXKL-FM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - December 1, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Media Coordinator	1-5, 7-13, 16-20, 22-28, 31-34, 36-39	20
Account Executive	1-5, 7-13, 16-20, 22-28, 31-33, 35-39	25
Account Executive	1-5, 7-13, 16-20, 22-28, 31-33, 35-39	25
On Air Talent/Host	1-13, 16-20, 22-24, 26-34, 36-37, 39	11
National Sales Coordinator	1-5, 7-13, 16-20, 22-24, 26-28, 31-34, 36-39	23
Traffic Coordinator	1-5, 7-13, 15-20, 22-24, 26-28, 31-34, 36-39	15
Account Executive	1-5, 7-13, 16-24, 26-28, 31-34, 36-39	11
Account Executive	1-5, 7-13, 16-24, 26-28, 31-34, 36-39	11
Account Executive	1-5, 7-13, 16-24, 26-28, 31-34, 36-39	11
Account Executive	1-5, 7-13, 16-24, 26-28, 31-34, 36-39	11
Chief Engineer	1-4, 7-13, 16-19, 22-28, 31-34, 36-39	25
Promotions Assistant	1-4, 7-14, 16-19, 22-24, 26-28, 31-34, 36-37, 39	14
Promotions Assistant	1-4, 7-14, 16-19, 22-24, 26-28, 31-34, 36-37, 39	11
Promotions Assistant	1-4, 7-14, 16-19, 22-24, 26-28, 31-34, 36-37, 39	14

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Adams County Employment Center 12200 Pecos St Westminister, Colorado 80234 Phone : 303-453-8600 Email : acbusvc@co.adams.co.us Rebecca Lloyd	N	0
2	Aims College Colorado Url : <a href="http://www.myinterfase.com/aimscs/employer">http://www.myinterfase.com/aimscs/employer</a> Rachael Davis Manual Posting	N	0
3	allaccess.com Colorado Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Career Services Manual Posting	N	0
4	Arapahoe Community College 5900 S Santa Fe Dr Littleton, Colorado 80120 Phone : 303-797-5809 Jan McLees Manual Posting	N	0
5	Art Institute Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-2168 Email : ssaid@aii.edu Fax : 1-303-824-4907 Stacy Said	N	0
6	Call In	N	1
7	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : <a href="mailto:info@coloradoblackchamber.org">info@coloradoblackchamber.org</a> Roz Alston	N	0
8	Colorado Broadcasters Association 333 W. Hampden Ave. Ste 620 Englewood, Colorado 80110 Url : <a href="http://www.coloradobroadcasters.org/">http://www.coloradobroadcasters.org/</a> Marilyn Hogan Manual Posting	N	0

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9	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0
10	Community College of Denver PO Box 173363 Denver, Colorado 80217 Phone : 303-556-2600 Ben Weinbrauch Manual Posting	N	0
11	Company Websites 1000 Chopper Circle Denver, Colorado 80204 Phone : 3034051189 Matt Williams Manual Posting	N	10
12	Countryaircheck.com 914 18th Ave. S. Second Floor Nashville, Tennessee 37212 Phone : 615-320-1450 Url : countryaircheck.com Email : news@countryaircheck.com - -	N	0
13	craigslist.org Colorado Url : http://www.craigslist.org Career Services Manual Posting	N	0
14	Current Employee - Transfer/Promotion	N	2
15	Current Employee/Internal Promotion	N	1
16	Denver Indian Community Center 4407 Morrison Rd Denver, Colorado 80219 Phone : 303-936-2688 Email : eileen@denverindiancenter.org Eileen Masquest	N	0

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17	Denver Inner City Parish 1212 Mariposa St Denver, Colorado 80204 Phone : 303-629-0636 Fax : 1-303-629-7703 Rita Roberts	N	0
18	Denver Public Schools 900 Grant St #404 Denver, Colorado 80206 Phone : 720-423-2300 Fax : 1-720-423-2505 Career Services	N	0
19	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Stephen Martinez	N	0
20	Employee Referral	N	19
21	Former Employee	N	1
22	Hispanic Chamber of Commerce 924 W Colfax Denver, Colorado 80204 Phone : 303-534-7783 Email : jespinoza@hispanicchamberdenver.org Fax : 1-303-595-8977 Jenna Espinoza	N	0
23	Indeed 1000 Chopper Circle Denver, Colorado JoAnne Wilkinson Manual Posting	N	5
24	Inside Radio PO Box 567925 Atlanta, Georgia 31156 Phone : 8002484242x711 Gene McKay Manual Posting	N	0
25	Job posting on internet	N	26

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26	Media Recruiter 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : <a href="http://www.mediarecruiter.com/">http://www.mediarecruiter.com/</a> Art Scott Manual Posting	N	0
27	Mi Casa Resource Center for Women 360 Acoma Denver, Colorado 80204 Phone : 303-539-5615 Email : <a href="mailto:dgarcia@micasaresourcecenter.org">dgarcia@micasaresourcecenter.org</a> Fax : 1-303-595-0422 Daniel Garcia	N	0
28	Monster unknown New York, New York Url : <a href="http://www.monster.com/">http://www.monster.com/</a> N/A N/A Manual Posting	N	0
29	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Url : <a href="http://www.emmyawards.tv">www.emmyawards.tv</a> Email : <a href="mailto:office@emmyawards.tv">office@emmyawards.tv</a> Fax : 1-303-722-0924 Audrey Elling	N	0
30	Ohio Center for Broadcasting/Colorado Media School 404 S. Upham Street Lakewood, Colorado 80026 Phone : 303-479-4908 Email : <a href="mailto:dbyrd@beonair.com">dbyrd@beonair.com</a> Fax : 1-303-975-0386 Debbie Byrd	N	0
31	Radio Advertising 720 S Colorado Blvd Ste 1200N Denver, Colorado 80246 Radio Advertising Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
32	Red Rocks Community College 13300 W. 6th Ave. Box 10 Lakewood, Colorado Phone : (303) 914-6389 Email : nancy.Carlson@rrcc.edu Nancy Carlson	N	0
33	Regis College 3333 Regis Blvd F-14 Denver , Colorado Url : www.regis.edu/careerservices Email : jobs@regis.edu Karen Adducci	N	0
34	Samaritan House 2301 Lawrence St Denver, Colorado 80205 Phone : 303-294-0241 Email : thorton@ccdenver.org Tom Horton	N	0
35	Station Website	N	2
36	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu Roseann Wagner	N	0
37	University of Denver 2050 E Evans Ave, Ste 30 Driscoll Center South Denver, Colorado 80208 Phone : 303-871-2150 - - Manual Posting	N	0
38	Urban League 5900 E. 39th Avenue Denver, Colorado Phone : (303) 388-5861 Email : mhancock@denverurbanleague.org Rod Cowherd	N	0

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39	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>67</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/20/2019	Co Sponsoring Job Fair	Co sponsor of Denver's 19th Annual Diversity Employment Day Career Fair	1	HR Coordinator II
2	8/6/2019	Co Sponsoring Job Fair	Denver's 19th Annual Diversity Employment Day Career Fair	3	HR Coordinator II Associate Recruiter HR Intern
3	11/13/2019	Co Sponsoring Job Fair	CBA's Colorado Broadcasters Career Fair	2	HR Coordinator II Sales Manager