

## EEO PUBLIC FILE REPORT

For the reporting period of 12/1/11 through 11/30/12

This report covers the following station employment unit (SEU):

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
Bison Media, Inc.	KGFT(FM)	Pueblo, CO	20579	n/a
Bison Media, Inc.	KBIQ(FM)	Manitou Springs, CO	73073	n/a
Bison Media, Inc.	KZNT(AM)	Colorado Springs, CO	70825	n/a

### **I. VACANCY LIST**

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source ("RS") that referred the person hired for each vacancy:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1	Account Executive	Walk in/Call in	2/6/12	1-19
2	Account Executive	KBIQ website	5/9/12	1-19
3	Account Executive	Referral	7/23/12	1-19
4	Account Executive	Referral	10/29/12	1-19

### **II. RECRUITMENT SOURCE LIST**

During the reporting period, the following recruitment sources ("RS") were contacted as vacancies for full-time SEU jobs opened. There were a total of 11 people interviewed for full-time positions.

RS No.	Recruitment Source	(*)	Address, Telephone and Contact Person of RS	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information				
1	Latino Chamber of Commerce		215 S. Victoria Ave Pueblo, CO 81005 Roxanne Gonzales-Garcia Roxanne@pueblolatinochamber.com	
2	Colorado State University-Pueblo		2220 Bonforte Blvd Pueblo, CO 81001	
3	Pueblo Community College		900 W Orman Pueblo, CO 81004 719-549-3220	
4	Pueblo Workforce Center		212 W. 3 <sup>rd</sup> St Pueblo, CO 81003	
5	Adams State College		Career & Counseling Center 208 Edgemont Blvd Alamosa, Co 81102 Greg Elliot	
6	Women's Resource Agency		750 Citadel Dr. East #3116 Colorado Springs, CO 80909 reception@wrainc.org 719-471-3170	
7	Pikes Peak Community		5675 S. Academy Blvd	

	College		Colorado Springs, CO 80906	
8	Pikes Peak Workforce Center		1675 Garden of the Goad Rd Colorado Springs, CO 80907 Duke Compton 719-667-3839	
9	Rocky Mountain Bible & Seminary		Career Services 3190S Grant Englewood, CO 80113 Rmbc.edu	
10	Salem Media of Colorado, Inc.		3131 S. Vaughn Way #601 Aurora, CO 80014 Rebecca Gibbs 303-750-5687	
11	Colorado Broadcasters Association		445 Union Blvd. #306 Lakewood, CO 80228 Justin Sasso 720-536-5427	
12	Western State College		600 N. Adams St Gunnison, CO 81231 Attn: Career Services	
13	Fort Lewis College		100 Rim Dr. Durango, CO 81301 Attn: Career Services	
14	Trinidad State Junior College		600 Prospect Trinidad, CO 81082 Attn: Career Services	
15	HisAir.net		<a href="http://www.hisair/jobs1.html">http://www.hisair/jobs1.html</a> Internet Site	
No.	Description of Other Sources			Number of Interviewees
16	KBIQradio.com, KGFTradio.com, KZNTradio.com			4
17	Salem Communications Corporate - www.salem.cc			
18	Christian Jobs - www.christianjobs.com			1
19	Radio advertising on KBIQ-FM, KGFT-FM, KZNT-AM			
20	Former Employee			1
21	Unsolicited Walk in/Call in			1
22	Referrals			4
Total Number of Interviewees				11

### III. OUTREACH INITIATIVES

The following outreach initiatives were completed by the SEU during the reporting period:

#### A. Management EEO Training:

1. The Salem Manager of Human Resources conducts monthly HR Network Training sessions via teleconference and Powerpoint presentations, which includes review of EEO policies and compliance. The SEU's Office Manager participates in these training sessions each month and then routinely communicates with the SEU's General Manager and other management team members to keep all employees apprised of the company and SEU's policy on equal employment.

2. The SEU participates in an on-line program entitled "Employment Law Training" (E.L.T.), which is an ongoing program for all entry level managers and above to train them in methods of ensuring equal opportunity and preventing discrimination. Training modules include two (2) hours of "Preventing Workplace Harassment" and a module covering all forms of anti-discrimination. During this reporting period, one SEU employees participated in the ELT program.

**B. Job Banks and Internet Programs:**

1. The SEU participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage minorities and women to consider future employment. Available positions were posted on web sites and sent to various organizations to ensure broad and inclusive outreach. In the reporting period the following sites have been used: Colorado Broadcasters Association and His Air.

**C. Participating in Job Fairs:**

1. The SEU participated in The Governor's Summer Job Hunt Job Fair in March 2012.
2. The SEU participated in virtual job fair with Colorado Broadcasters Association in May 2012.
3. The SEU participated in virtual job fair with Colorado Broadcasters Association in November 2012.

**D. Co-Sponsoring Job Fair:**

1. The SEU partnered with Webster University at Colorado Springs Campus to host a Veterans and Civilian Job Fair in April 2012.