

KDZA, KCCY-FM, KCSJ, KBPL(FM), KIBT, KKLI, KPHT, KVUU
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Chief Engineer	1-6, 8-9, 12-18, 20-21, 23-25	12
Promotions & Events Coordinator	1-8, 11, 13-18, 20-25	11
Account Executive	1-11, 13-21, 23-25	19
Account Executive	1-11, 13-21, 23-25	7
Account Executive	1-11, 13-21, 23-25	10
Account Executive	1-8, 12-18, 20-21, 23-25	7

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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	American Broadcasting School 712 N Watson Rd Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	Y	0
2	Colorado College 14 E CacheLaPoudre Colo Spgs, Colorado 80903 Phone : 719-389-6893 Email : careercenter@coloradocollege.edu Gretchen Wardell	Y	0
3	Colorado State University 711 Oval Dr Ft. Collins, Colorado 80523 Phone : 970-491-1756 Email : jobposting@colostate.edu Diane Hellbusch	Y	0
4	Colorado State University - Pueblo 2200 Bonforte Blvd Pueblo, CO, Colorado Phone : 719-549-2100 Email : sam.lovato@csupueblo.edu Sam Lovato	Y	0
5	Community Outreach 805 S Tejon St Colo Spgs, Colorado 80903 Phone : 719-578-1227 Email : kcowan@communityoutreachcos.com Karin Cowan	Y	0
6	Devry University 1870 W. 122nd Avenue Westminster, Colorado 80234 Phone : 303-280-7652 Email : JHernandez33@devry.edu Jon Paul Hernandez	Y	0
7	Employee Referral	N	3
8	Goods Entertainment/Voice Hunter Colorado Url : www.goodsentertainment.com Email : AGoodman@goodsentertainment.com Adam Goodman	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	2
10	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	1
11	Indeed.com - Not Directly Contacted by SEU	N	3
12	LinkedIn-Not directly contacted by SEU	N	3
13	LULAC Educational Service Center 829 N Circle Dr Colo Spgs, Colorado 80909 Phone : 719-637-0037 Email : LNESCSG@aol.com Career Services	Y	0
14	Pikes Peak Community College 5675 S Academy Colo Spgs, Colorado 80906 Phone : 719-502-3128 Email : sharon.hogg@ppcc.edu Sharon Hogg	Y	0
15	Pikes Peak Workforce 1675 W. Garden of the Gods Colorado Springs, Colorado 80907 Phone : 719-667-3737 Email : tracimarques@elpasoco.com Traci Marques	Y	0
16	Pueblo Community College 900 West Orman Pueblo, Colorado 81004 Phone : 719-549-3036 Email : Lisa.Morales@pueblocc.edu Lisa Morales	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Pueblo Latino Chamber of Commerce 1004 W. Abriendo Pueblo, Colorado 81003 Phone : 719-542-5513 Url : pueblolatinochamber.com Email : office@pueblolatinochamber.com Roxanne Gonzales	Y	0
18	Pueblo Work Force Center 212 W. 3rd Street Pueblo, Colorado 81003 Phone : 719-562-3744 Url : puebloworkforcecenter.com Email : mark.valdez@state.co.us Mark Valdez	Y	0
19	Station Website Posting (One or More SEU Stations)	N	1
20	Univ of Colo at Colo Spgs PO Box 7150 Colorado Springs, Colorado 80918 Phone : 719-255-3745 Email : jobhelp@uccs.edu Bev Kratzer	Y	0
21	University of Colorado Colorado Springs 1420 Austin Bluffs Parkway Dwire Hall 301 Colorado Springs, Colorado 80918 Phone : 7192554700 Email : mstidd@uccs.edu Meghan Stidd	Y	0
22	Unknown (source not adequately identified upon inquiry by SEU)	N	1
23	Women's Resource Agency, Inc 750 Citadel Dr. East #3128 Colorado Springs, Colorado 80909 Phone : 719-471-3170 Email : reception@wrainc.org Beth Roalstad	Y	0
24	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	YWCA 801 N. Santa Fe Ave Pueblo, Colorado 81004 Phone : 719-542-6904 Url : http://www.ywca.org/site/pp.asp? c=diJOJ6OWF&b=6719 Email : zelna@ywcapueblo.com Zelna Joseph	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/3/2018	Participation in events or programs sponsored by educational institutions	On Monday, December 3, 2018, station SEU hosted a group of eleven students from the Colorado School for the Deaf and Blind in our offices. Students had one hour of Q&A time with employees from 3 separate departments and participated in hands-on activities to further their understanding about employment in the broadcast industry.	4	Production Director On-Air Talent On-Air Talent Senior Account Manager
2	1/1/2019	Establishment of a mentoring program	Our SEU's Program Director has been cross-training and mentoring our Part-Time Promotions Assistant on a daily basis. When the program began, the mentee had no experience in the broadcasting industry. The mentee was trained in show preparation, creative writing, executing programming elements, and station imaging. As a result of the program, the mentee is now the Assistant Marketing and Promotions Director and On-Air Talent for the SEU, covers multiple on-air shifts, and has greater broadcast career opportunities.	2	Program Director Promotions Lead/On-Air Talent
3	1/14/2019	Participation in Job Fairs	In January 2019, our SEU participated in the Colorado Broadcasters Association Virtual Job Fair. The fair lasted for a week. Our SEU ran advertisements on-air to publicize different job opportunities, directing potential applicants to apply online through a designated web portal.	3	Market President SVP Programming Executive Assistant
4	4/1/2019	Participation in events or programs sponsored by educational institutions	Our On-Air Talent participated in Fountain Fort Carson School District Eight's Career Day. The Welte Education Center is an alternative education campus and we spoke with them about the broadcast industry and encouraged them to explore this accessible pathway.	2	On-Air Talent SVP Programming

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	4/8/2019	Participation in events or programs sponsored by educational institutions	On 4/8/19, Senior Vice President of Programming, participated as a guest lecturer for a Public Speaking course at Purdue University Global. During this lecture, our SVP spoke about the importance in public speaking, ethics, and speech delivery and how these concepts are crucial to the broadcast radio industry.	1	SVP Programming
6	11/13/2019	Participation in Job Fairs	In November 2019, our SEU participated in the Colorado Broadcasters Association Career Fair. The fair lasted for four hours. Our SEU ran advertisements on-air to publicize the career fair, directing potential applicants to attend to learn more about careers in the broadcast industry.	3	Senior Vice President of Sales Promotions Director Sales Operations Director