

KCOL-AM, KIIX-AM, KOLZ-FM, KPAW-FM, KSME-FM, KXBG-FM**EEO PUBLIC FILE REPORT****November 26, 2013 - November 25, 2014****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
KCOL morning show producer	1-2, 4-14	8
Assistant PRoduction Director	1-7, 9-14	3

KCOL-AM, KIIX-AM, KOLZ-FM, KPAW-FM, KSME-FM, KXBG-FM

EEO PUBLIC FILE REPORT

November 26, 2013 - November 25, 2014

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	Asian-Pacific American Student Services 212 Lory Student Center, CSU Fort Collins, Colorado 80523 Phone : 970-491-6154 Email : debra.patel@colostate.edu Debra Patel	Y	0
2	El Centro Student Services 178 Lory Student Center, CSU Fort Collins, Colorado 80524 Phone : 970-491-5722 Email : guadalupe.salazar@colostate.edu Lupe Salazar	N	0
3	Employee Referral Mark Callaghan/Amy Harris	N	4
4	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
5	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	0
6	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	2
7	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	0

KCOL-AM, KIIX-AM, KOLZ-FM, KPAW-FM, KSME-FM, KXBG-FM

EEO PUBLIC FILE REPORT

November 26, 2013 - November 25, 2014

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
8	Internal Transfer/Promotion	N	1
9	Marcus Garvey Center 928 20th Street Campus Box 41 Greeley, Colorado 80639 Phone : 970-351-2351 Email : tyray.thompson@unco.edu Ty'Ray Thompson	N	0
10	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
11	Native American Student Services 218 Lory Student Center, CSU Fort Collins, Colorado 80524 Phone : 970-491-1332 Email : tyrone.smith@colostate.edu Tyrone Smith	Y	0
12	Ohio Center of Broadcasting 1310 Wadsworth Blvd Denver, Colorado Phone : 303-937-7070 Email : placement.denver@beonair.com Mark Lillie	N	0
13	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
14	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

KCOL-AM, KIIX-AM, KOLZ-FM, KPAW-FM, KSME-FM, KXBG-FM

EEO PUBLIC FILE REPORT

November 26, 2013 - November 25, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/1/2014	Establishment of an intern program designed to assist members of the community	<p>Our SEU runs an ongoing internship program where students interested in broadcasting careers gain hands-on experience. In this reporting period, we hosted interns from various universities and schools. Interns are assigned to different departments depending on their interest, including programming, control board operation, and a variety of promotional and event duties with emphasis on education of broadcasting. Interns are supervised by the Operations Manager, the Promotions Director, or the producer of the "Scott and Sadie in the Morning" show or our Digital manager, depending on assignment.</p> <p>During this period our stations hosted interns as follows:</p> <p>Tyler Schultz, 6/2014 to 8/201. Liberty Common High School</p> <p>Kaitlyn Strutt, 6/2014 to 8/2014. Regis University</p> <p>Drew Phelps, 6/201 to 9/2014. Colorado Media Group</p> <p>Allyson Zinke, 5/2014 to 8/2014. University of Wyoming</p>	2	Promotions Director Digital Manager Operations Manager	1.00
2	8/18/2014	Participation in events or programs sponsored by educational institutions	The SEU taught a 101 Radio Programing & Production class at Aims Community College. The SEU was represented by Scott James, the morning show host for Big Country. The class covered fundamentals of radio broadcasting and job opportunities in radio.	1	On Air Talent	0.25

KCOL-AM, KIIX-AM, KOLZ-FM, KPAW-FM, KSME-FM, KXBG-FM

EEO PUBLIC FILE REPORT

November 26, 2013 - November 25, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
3	8/27/2014	Participation in events or programs sponsored by educational institutions	5 students from the Aimes Community College Media Class toured the Stations facility and were informed of employment opportunities in the broadcasting industry as well as the details of the tasks associated with the various positions.	1	KXBG Morning Show Host	0.25
4	9/22/2014	Participation in events or programs sponsored by educational institutions	The SEU presented at a Media Relations class at Front Range Community College. The SEU was represented by Ann Kool, a salesperson for the SEU, who discussed the different job positions at the radio stations and radio advertising.	1	Account Executive	0.25
5	10/20/2014	Participation in Job Fairs	Colorado Broadcasters Association Virtual Job Fair October 20-24,2014	2	Business Manager General Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.00