

KCOL, KIIX, KOLZ, KPAW, KSME, KXBG
EEO PUBLIC FILE REPORT
December 1, 2014 - November 30, 2015

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
Sales Assistant	3, 10-16, 19, 24-25, 30-32	11
Account Executive/ New Business	3, 8, 10-16, 19, 24-26, 30-32, 34	34
Account Executive/ New Business	3, 8, 10-16, 19, 24-26, 30-32, 34	11
Account Executive/ New Business	3, 8, 10-16, 19, 24-26, 30-32, 34	34
Business Manager	1-7, 9-15, 17-18, 20-25, 27-34	11
Digital Content Manager	3, 5, 10-15, 24-25, 30-33	11

KCOL, KIIX, KOLZ, KPAW, KSME, KXBG**EEO PUBLIC FILE REPORT****December 1, 2014 - November 30, 2015****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	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : http://www.vc4africa.com/group/africanorthamericai Career Services Manual Posting	N	0
2	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
3	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
4	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
5	Black Student Center 204 Lory Student Center, CSU Fort Collins, Colorado 80524 Phone : 970-491-5781 Email : baacc_email@mail.colostate.edu Bridgette Johnson	N	0
6	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Fax : 1-760-754-2115 Mark Holloway Manual Posting	N	0
7	Career Page Website Texas Url : www.careerpage.org Career Services Manual Posting	N	0

KCOL, KIIX, KOLZ, KPAW, KSME, KXBG**EEO PUBLIC FILE REPORT****December 1, 2014 - November 30, 2015****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	Current Intern	N	1
9	Education Life Training Center 401 Linden Street Fort Collins, Colorado 80524 Phone : 970-482-4357 Email : Ashley.Swett@eltcenter.org Contact Manager	Y	0
10	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
11	Employee Referral	N	9
12	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
13	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
14	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
15	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0

KCOL, KIIX, KOLZ, KPAW, KSME, KXBG**EEO PUBLIC FILE REPORT****December 1, 2014 - November 30, 2015****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
16	Marcus Garvey Center 928 20th Street Campus Box 41 Greeley, Colorado 80639 Phone : 970-351-2351 Email : catelin.corbin@unco.edu Cateline Corbin	N	0
17	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Art Scott	N	0
18	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0
19	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
20	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Ryan Williams	N	0
21	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0

KCOL, KIIX, KOLZ, KPAW, KSME, KXBG**EEO PUBLIC FILE REPORT****December 1, 2014 - November 30, 2015****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
22	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljja.org Fax : 1-202-588-1818 Career Services	N	0
23	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0
24	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
25	Ohio Center of Broadcasting 1310 Wadsworth Blvd Denver, Colorado Phone : 303-937-7070 Email : placement.denver@beonair.com Mark Lillie	N	0
26	On Air Recruitment Ad	N	1
27	Radio & Records 2049 Century Park East Los Angeles, California 90067 Phone : 310-553-4330 Url : www.radioandrecords.com Email : elsalopez@clearchannel.com Fax : 1-831-796-4181 Lisa Deary	N	0
28	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0

KCOL, KIIX, KOLZ, KPAW, KSME, KXBG**EEO PUBLIC FILE REPORT****December 1, 2014 - November 30, 2015****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
29	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Career Services Manual Posting	N	0
30	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
31	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
32	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
33	Thompson School District - School to Work Alliance Program 427-B N. Railroad Ave. Loveland, Colorado 80537 Phone : 970-669-8349 Email : Cindy.Bower@thompsonschoools.org Cindy Bower	Y	0
34	Wilson Recruiters 400 N Ashley Drive Ste 3000 Tampa, Florida 33602 Corporate Recruiter	N	9
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

KCOL, KIIX, KOLZ, KPAW, KSME, KXBG

EEO PUBLIC FILE REPORT

December 1, 2014 - November 30, 2015

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/2/2015	Participation in Job Fairs	Between February 2nd and 6th, 2015, our SEU participated in a virtual job fair conducted by the Colorado Broadcasters Association, throughout which applications and resumes of individuals looking for a job in radio sales were monitored by our Business Manager.	1	Business Manager
2	3/16/2015	Participation in Job Fairs	Our SEU participated in a job fair sponsored by the Wyoming Association of Broadcasters, during which our Market President spoke with attendees about career opportunities and job openings within the SEU.	1	Market President
3	10/19/2015	Participation in Job Fairs	Between October 19th and 23rd, 2015, our SEU participated in a virtual job fair conducted by the Colorado Broadcasters Association, throughout which applications and resumes of individuals looking for a job in radio sales were monitored by our Market Controller.	1	Market Controller