

**KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG, KYWY****EEO PUBLIC FILE REPORT****December 3, 2016 - November 27, 2017****I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales	1-3, 5-8, 11-14	6
Financial Analyst	1-2, 4-5, 7-11	9

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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	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	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
3	Consultant Referral	N	1
4	DirectEmployers.org 9002 N Purdue Rd Ste 100 Indianapolis, Indiana 46268 Tom Eckhart Manual Posting	N	0
5	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
6	Employee Referral	N	1
7	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	2
8	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	1
9	Indeed.com	N	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
10	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
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	On Air Recruitment Ad	N	4
13	Walk In	N	1
14	Word of Mouth Referral	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>13</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	1/19/2017	Participation in events or programs sponsored by educational institutions	Members of a Radio and Television class (RTV-201) from Aims Community College toured our facilities lead by Scott James one of our On-Air Personalities, during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.	1	On Air Talent
2	3/7/2017	Participation in events or programs sponsored by educational institutions	A group of journalism students from Colorado State University with a special interest in radio broadcasting toured our facilities lead by one of our assistant program directors, during which they talked about how radio stations operate and the opportunities available for a future	1	Program Director
3	9/21/2017	Participation in events or programs sponsored by educational institutions	Members of a Radio and Television class (RTV-201) from Aims Community College toured our facilities lead by Scott James one of our On-Air Personality, during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.	1	On Air Talent
4	10/11/2017	Participation in events or programs sponsored by educational institutions	Participated in Advance training for staff and DJ's at KCSU, different topics that will help KCSU radio station run better. Nate Wilde did a-Presentation on Production.	1	Program Director
5	10/16/2017	Participation in Job Fairs	Participated on Northern Colorado Networking Job fair, Presenting information about who we are as well as posting and discussing all open job opportunities	1	Promotions Director
6	10/23/2017	Participation in events or programs sponsored by educational institutions	A group of journalism students from Colorado State University with a special interest in radio broadcasting toured our facilities lead by one of our Production Directors, during which they talked about how radio stations operate and the opportunities available for a future	1	Program Director

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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>
7	10/24/2017	Participation in events sponsored by community groups	Nate hosted an event at Music District called "The Musician's Help Desk" generally informal- more conversational and is meant to be a forum where folks can ask their burning questions to a few great experts in the in community. Tuesday's topic is "Getting your Music Ready for Radio." James Lopez from KRFC will be there, as well as Hannah Copeland from KCSU, and Erin Roberts (who's done all kinds of radio).	1	Program Director