

**KCOL-AM, KIIIX-AM, KOLZ-FM, KPAW-FM, KSME-FM, KXBG-FM  
EEO PUBLIC FILE REPORT  
DECEMBER 1, 2012 – NOVEMBER 30, 2013**

**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
Online Content Director	1,2,4,7,8,9,11,15,19,22,23	22
Continuity Director	1,2,4,7,8,9,11,14,15,19,21,22,23,24,33,34,35,36,37,38,39,40,41,42,43,44,45,46,47,48,49	23
Account Executive	1,2,4,7,8,9,11,14,15,19,22,23,24,34,35,36,37,38,39,40,41,42,43,44,45,46,47,48,49,50	19
Account Executive	1,2,4,7,8,9,11,14,15,19,22,23,24,34,35,36,37,38,39,40,41,42,43,44,45,46,47,48,49,50	
Account Executive	1,2,4,7,8,9,11,14,15,19,22,23,24,25,34,35,36,37,38,39,40,41,42,43,44,45,46,47,48,49,50	25
KCOL Mornings Producer	1,2,4,7,8,9,14,15,19,22,23,24,34,36,37,38,39,40,41,42,43,44,45,46,47,48,49,50	14
Operations Manager <sup>1</sup>	15	15
Business Manager	1,2,4,7,8,9,14,15,19,24,25,33,34,36,37,38,39,41,42,43,44,45,46,47,48,49,50	15

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<sup>1</sup> Exigent Circumstance

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**II. MASTER RECRUITMENT SOURCE LIST (MRS�)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>Referred by RS over 12-month period</b>
1	<b>UNC Department of Hispanic Studies</b> 501 20 <sup>th</sup> Street Greeley, CO 80639 Contact: Joy Landeira 970-351-2162 joy.landeira@unco.edu	Y	0
2	<b>Ohio Center of Broadcasting</b> Placement Coordinator 1310 Wadsworth Blvd Denver, CO 80214-4103 Contact: Mark Lillie 303-937-7070 placement.denver@beonair.com	N	0
3	<b>Rodarte Center – Greeley Rec Center</b> 651 10 <sup>th</sup> Avenue Greeley, CO 80631 Contact: Becky Vinton 970-350-9400 becky.vinton@greeleygov.com	N	0
4	<b>Asian-Pacific American Student Services</b> 212 Lory Student Center, CSU Fort Collins, CO 80523 Contact: Debra Patel 970-491-6154 debra.patel@colostate.edu	Y	0
5	<b>The Women's Center</b> 424 Pine Fort Collins, CO 80524 Contact: Margaret Fuller 970-484-1902	N	0
6	<b>Caesar Chavez Cultural Center</b> 501 20 <sup>th</sup> Street UNC Greeley, CO 80639 Contact: Eva Rodriguiz 970-351-2424 eva.rodriguiz@unco.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
7	<b>Native American Student Services</b> 218 Lory Student Center, CSU Fort Collins, CO 80524 Contact: Tyrone Smith 970-491-1332 tyrone.smith@colostate.edu	Y	0
8	<b>El Centro Student Services</b> 178 Lory Student Center, CSU Fort Collins, CO 80524 Contact: Lupe Salazar 970-491-5722 Guadalupe.salazar@colostate.edu	N	0
9	<b>Marcus Garvey Center</b> University of Northern Colorado 928 20 <sup>th</sup> Street Campus Box 41 Greeley, CO 80639 Contact: Ty'Ray Thompson 970-351-2351 tyray.thompson@unco.edu	N	0
10	<b>Thompson School District-School to Work Alliance Program</b> 427-B N. Railroad Ave Loveland, CO 80537 Contact: Jean Greuel 970-669-8349 gruelej@thompson.k12.co.us	Y	0
11	<b>Black Student Center</b> 204 Lory Student Center, CSU Fort Collins, CO 80524 Contact: Jennifer Williams-Molock 970-491-5781 bss@lamar.colostate.edu	N	0
12	<b>Employment Life Training Center</b> 401 Linden Street Fort Collins, CO 80524 Contact: Chelsea Stewart 970-482-4357 eltc@frii.com	N	0
13	<b>Fort Collins Coloradoan</b> 1212 Riverside Fort Collins, CO 80524 Contact: Janet Hatfield	N	0
14	<b>Clearcareers.com</b>	N	9
15	<b>Word-of-Mouth Referral</b>	N	10
16	<b>Career Fair (as listed in Sec. III)</b>	N	0
17	<b>Walk In/Self-Referral</b>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
18	<b>Former Employee/Rehire</b>	N	0
19	<b>www.northerncoloradohelpwanted.com</b>	N	4
20	<b>Careerbuilder.com</b>	N	0
21	<b>Traffic Directors Guild of America</b> <a href="http://www.tdga.com">www.tdga.com</a>	N	0
22	<b>Station websites</b> All station websites used all the time <a href="http://www.600kcol.com">www.600kcol.com</a> , <a href="http://www.my979.com">www.my979.com</a> , <a href="http://www.1079thebear.com">www.1079thebear.com</a> , <a href="http://www.1410kiix.com">www.1410kiix.com</a> , <a href="http://www.kissfmcolorado.com">www.kissfmcolorado.com</a>	N	8
23	<b>On-air announcements</b>	N	14
24	<b>AllAccess.com</b>	N	0
25	<b>Internal Transfer Promotion</b>	N	4
26	<b>Cheyenne Employment Services</b> 1510 E. Pershing Blvd. Cheyenne, WY 82002 Contact: David Metzger 307-777-3700 <a href="mailto:dmetzg@wyo.gov">dmetzg@wyo.gov</a>	N	0
27	<b>Cheyenne Business Leadership Network</b> 2101 O'Neil Avenue Cheyenne, WY 82001 Contact: Marla Lewis 307-631-8012 <a href="mailto:wbln@vcn.com">wbln@vcn.com</a>	N	0
28	<b>HOPE (Hispanic Organization for Progress and Education)</b> PO Box 3194 Cheyenne, WY 82003 Contact: Ann Redman 307-632-4667 <a href="mailto:info@hopecheyenne.org">info@hopecheyenne.org</a>	N	0
29	<b>University of Colorado Boulder</b> Career Services <a href="http://careerservices.colorado.edu">careerservices.colorado.edu</a> Online Posting of Vacancies	N	0
30	<b>Aims Community College</b> Career Services <a href="http://www.aims.edu/student/career/employers/postjobs.htm">http://www.aims.edu/student/career/employers/postjobs.htm</a> Online Posting of Vacancies	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
31	<b>University of Wyoming</b> Career Services <a href="http://uwadmnweb.uwyo.edu/cacs/info.asp?p=1400">http://uwadmnweb.uwyo.edu/cacs/info.asp?p=1400</a> Online Posting of Vacancies	N	0
32	<b>Colorado State University</b> The Career Center <a href="http://www.career.colostate.edu">www.career.colostate.edu</a> Online Posting of Vacancies	N	0
33	<b>Craigslist</b> <a href="http://www.craigslist.org">www.craigslist.org</a> Online Posting of Vacancies	N	3
34	<b>National Academy of TV Arts &amp; Sciences</b> Office@emmyawards.tv	N	0
35	<b>Bureau of Indian Affairs</b> 1-405-605-6057	N	0
36	<b>Broadcast Employment Services</b> Contact@broadcast1source.com	N	0
37	<b>The Freeform Radio Initiative, Inc.</b> <a href="mailto:announcements@thefreeformradioinitiative.org">announcements@thefreeformradioinitiative.org</a>	N	0
38	<b>Association for Women in Communications</b> contact@broadcast1source.com	N	0
39	<b>Career Page</b> <a href="mailto:contact@broadcast1source.com">contact@broadcast1source.com</a>	N	0
40	<b>Media Recruiter</b> <a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a>	N	0
41	<b>National Association of Black Journalists</b> 301-314-1714	N	0
42	<b>My Air Check</b> <a href="mailto:registration@myaircheck.com">registration@myaircheck.com</a>	N	0
43	<b>Monster</b> 1-402-472-5675	N	0
44	<b>National Lesbian &amp; Gay Journalists Association</b> <a href="mailto:info@nlgja.org">info@nlgja.org</a> 202-588-1818	N	0
45	<b>National Hispanic Media Coalition</b> <a href="mailto:info@nhmc.org">info@nhmc.org</a>	N	0
46	<b>Radio 1 Broadcast School</b> <a href="mailto:director@radio1school.com">director@radio1school.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Referred by RS over 12-month period
47	<b>Radio &amp; Records</b> <a href="mailto:elsalopez@clearchannel.com">elsalopez@clearchannel.com</a> 831-796-4181	N	0
48	<b>Native American Public Telecommunications</b> <a href="mailto:Native@unl.edu">Native@unl.edu</a>	N	0
49	<b>African American Media Incubator</b> <a href="mailto:Contact@broadcast1source.com">Contact@broadcast1source.com</a>	N	0
50	<b>Radio Online</b> <a href="mailto:contact@broadcast1source.com">contact@broadcast1source.com</a>	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>52</b>

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**III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	12/4/2012	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 our "on the streets" presence. Interns are supervised by the Operations Manager, the Promotions Director, or the producer of the "Scott and Sadie in the Morning" show, depending on assignment.</p> <p>During this period our stations hosted interns as follows:</p> <p>Alanna Dickinson, 1/22/2013 to 5/17/2013. Applied Learning Center at Metropolitan State University of Denver</p> <p>Andrea Lobato, 4/23/2012 to 1/13/2013. Ohio Center for Broadcasting.</p> <p>Mollie Pearson, 4/23/2013 to 8/5/2013. Full Sail University</p> <p>Elliot Schaff, 6/3/2013 to 6/30/2013. Texas Tech University</p> <p>Hannah Deringer, 1/15/2013 to 5/15/2013. University of Colorado-Boulder</p> <p>Julia Goodwin, 9/16/2013 to 1/15/2014. Colorado State University</p>	2	Promotions Director Operations Manager	1.00

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	<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>	<b>Points</b>
2	12/10/2012	Participation in Job Fairs	The SEU participated in the Wyoming Association of Broadcasters Virtual Job Fair, December 10, 2013 through December 14, 2013	2	Business Manager Market Manager	0.25
3	6/24/2013	Participation in Job Fairs	The SEU participated in the Colorado Broadcasters Association's Virtual Job Fair, June 24, 2013 through June 28, 2013	2	Market Controller Market Manager	0.25
4	8/5/2013	Participation in Job Fairs	The SEU participated in the Wyoming Association of Broadcasters Virtual Job Fair, August 5, 2013 through August 9, 2013	2	Business Manager Market Manager	0.25
5	8/29/2013	Participation in events or programs sponsored by educational institutions	5 students from the Aimes Community College Media Class toured the SEU's 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
6	9/16/2013	Participation in Job Fairs	The SEU participated in the Colorado Broadcasters Association's Virtual Job Fair, September 16, 2013 through September 20, 2013	2	Business Manager Operations Manager	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>2.25</b>