

May 2, 2024

Elizabeth E. Goldin
Assistant Chief
Investigations & Hearings Division, Enforcement Bureau
Federal Communications Commission
45 L Street, N.E.
Washington, D.C. 20554

Re: EEO Audit Response
Three Eagles Communications of Colorado, LLC
KWUZ(FM), Poncha Springs, Colorado, Facility ID 164293

Three Eagles Communications of Colorado, LLC (“Three Eagles”), hereby responds to the FCC's EEO Audit letter dated March 22, 2024. Station KWUZ(FM), Poncha Springs, Colorado (Facility ID 164293) is part of an employment unit with commonly owned radio stations KBVC(FM), Buena Vista, Colorado (Facility ID 56386) and KVRH-FM, Salida, Colorado (Facility ID 1020). The employment unit currently has 5 full-time employees and, accordingly, Three Eagles hereby responds to each of the lettered paragraphs of the FCC's letter.

- i. Copies of the employment unit's two most recent EEO Public File Reports, described in Section 73.2080(c)(6), covering the reporting periods ending on November 30, 2022, and November 30, 2023, are included as Attachment A.
- ii. The stations in this SEU share one website: <https://heartoftherockiesradio.com>. A copy of the most recent report is available on that website. That website also contains a link to the employment unit's EEO Public File Report.
- iii. Copies of announcements for each full-time position listed in the employment unit's most recent Public File Report are included as Attachment B. The job description for each position was sent to the list of recruitment sources indicated in the Public File Report. The SEU retains copies of advertisements and communications with recruitment sources used to announce job vacancies.
- iv. The information required by Section 73.2080(c)(5)(v) is included in the Vacancy Data Forms that accompany documentation for each full-time position in Attachment B.
- v. Attachment C contains documentation of the employment unit's involvement in the recruitment initiatives identified in the Public File Reports per Section 73.2080(c)(2). The employment unit currently has five (5) full-time employees, and the stations are located in a market with a population of less than 250,000. Accordingly, the employment unit is required to perform two (2) recruitment

initiatives in each two-year period. The attached documents support the SEU's recruitment initiatives.

vi. Three Eagles proudly engages in recruitment initiatives that provide invaluable information on broadcasting careers and specific opportunities within the SEU to the small, isolated mountain towns that comprise its market. During the period covered audit response, the SEU participated in multiple job fairs at which management-level staff spoke with job seekers regarding open positions. The SEU also participated in a career day at a local high school. There, a director-level staff member engaged students in discussions about pursuing careers in broadcasting, day-to-day station operations, and responsibilities specific to particular positions at the SEU.

vii. Three Eagles is not aware of any pending or resolved discrimination complaints filed against the SEU during the period covered by this response.

viii. During the period covered by this response, I, as President and Chief Operating Officer of Three Eagles, have had primary responsibility for implementing the unit's EEO policies. In all job postings, Three Eagles includes a statement confirming that it offers equal employment opportunity to all qualified applicants. Three Eagles also engages in staff training that confirms to employees that Three Eagles is an equal opportunity employer, reinforces equal opportunity employment practices, and provides details on the company's policies and program.

ix. During the current license term, Three Eagles analyzed the efficacy of its EEO program. In addition to conducting annual reviews, Three Eagles periodically holds meetings during which it evaluates strategies to improve recruitment for particular positions and initiatives to engage its local communities. I, as the President and Chief Operating Officer of the company, confer with our Operations Manager as well as FCC counsel to evaluate our recruitment and hiring process. We have found in the past that on-air announcements are the best means of notifying our communities of full-time openings. In addition to maintaining the on-air campaigns, in 2023, I led a concerted effort to expand the breadth of our outreach. That expansion includes announcing job opportunities through the Colorado Broadcasters Association website. However, the small size of the employment unit and local market conditions including the challenges of recruitment in small, isolated mountain towns affect the response to our recruitment efforts. Regrettably, it is not unusual to receive no response to our outreach efforts. Three Eagles persists today in our commitment to EEO.

x. During the period covered by this response, Three Eagles has continually analyzed its pay, benefits, seniority practices, promotions, and selection techniques to ensure equal opportunity. In my role as President and COO, I am personally review and revise all practices as necessary. The employment unit is not party to any union agreements.

- xi. Three Eagles is not a religious broadcaster.

Very truly yours,

A handwritten signature in black ink, appearing to read "GMB" followed by a long horizontal stroke and the word "President" written in a cursive style.

Gary M. Buchanan

President/COO

Three Eagles Communications of Colorado, LLC

Attachment A

KBVC(FM), KVRH(FM) and KWUZ(FM) EEO PUBLIC FILE REPORT

DECEMBER 1, 2022 - NOVEMBER 30, 2023¹

I. VACANCY LIST

JOB TITLE	RECRUITMENT SOURCES ("RS") USED TO FILL VACANCY	RS REFERING HIREE
Account Executive	1 - 6, 8, 10	10

¹ This report was revised in May 2024 to address reporting issues.

KBVC(FM), KVRH(FM) and KWUZ(FM) EEO PUBLIC FILE REPORT

DECEMBER 1, 2022 - NOVEMBER 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS NUMBER	RS INFORMATION	SOURCE ENTITLED TO VACANCY NOTIFICATION? (YES/NO)	NO. OF INTERVIEWS REFERRED BY RS OVER REPORTING PERIOD
1	On -Air Announcements (All SEU stations)	No	0
2	Station Websites (All SEU Stations)	No	0
3	Station Facebook Pages	No	0
4	Salida Chamber of Commerce 406 W. Rainbow Boulevard Salida, CO 81201 Contact Lori Roberts, lori@salidachamber.org	No	0
5	Buena Vista Chamber of Commerce 111 E. Main Street Buena Vista, CO 81211 Contact Jon Cobb, membership@buenavista.org	No	0
6	All Access Website www.allaccess.com	No	0
7	Colorado Mountain College--Salida www.coloradomtn.edu	No	0
8	Colorado Broadcasters Association www.coloradobroadcasters.org	No	0
9	Word-of-Mouth Referral	No	0
10	Cold Call	No	1
Total Interviewees over reporting period			1

KBVC(FM), KVRH(FM) and KWUZ(FM)

EEO PUBLIC FILE REPORT

DECEMBER 1, 2022 - NOVEMBER 30, 2023

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	During the week of April 10, 2023, our SEU participated in the Colorado Broadcasters Association's Virtual Job Fair. Our Operations Manager was available to speak with job seekers about open positions at our Stations.
2	Participate in Job Fair	During the week of July 10, 2023, our SEU participated in the Colorado Broadcasters Association's Virtual Job Fair. Our Operations Manager was available to speak with job seekers about open positions at our Stations.
3	Participate in Career Day	On March 24, 2023, our SEU participated in the Salida High School/Colorado Community College Career Day activities. Our Sports Director talked with the students about opportunities available for a future career in broadcasting, shared details about his job, and answered student's questions.
4	Participate in Scholarship Program	Our President and Chief Operating Officer is a member of the Colorado Broadcaster Association's Board of Directors and served as chairman of its Scholarship Committee. He evaluated applications received by the CBA and submitted his recommendations to the full Committee. When scholarships were approved, he welcomed the honor of contacting the scholarship recipient to share the good news.
5	Internship Program	Our SEU works with the Colorado Mountain College Internship Program to find interested students to intern at the Stations.

KBVC(FM), KVRH-FM, and KWUZ(FM)
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022¹

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
Account Executive	1-4	1
Account Executive	1-4	1

¹ This report was revised in May 2024 to address reporting issues.

KBVC(FM), KVRH-FM, and KWUZ(FM)
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022

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	On-Air Announcements (<i>one or more SEU stations</i>)	No	2
2	Station Websites (<i>one or more SEU stations</i>)	No	0
3	Station Facebook Pages	No	0
4	Salida Chamber of Commerce 406 W. Rainbow Boulevard Salida, CO 81201 Phone: 719.5392068 Contact: Lori Roberts, lori@salidachamber.org	No	0
5	Buena Vista Chamber of Commerce 111 E. Main Street Buena Vista, CO 81211 Phone 719.395.6612 Contact: Jon Cobb, membership@buenavista.org	No	0
6	All Access Website www.allaccess.com	No	0
7	Colorado Mountain College – Salida www.coloradomtn.edu	No	0
8	Word-of-Mouth Referral	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

KBVC(FM), KVRH-FM, and KWUZ(FM)
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	During the week of October 24, 2022, our SEU participated in the Colorado Broadcasters Association’s Virtual Job Fair. Our Operations Manager was available to speak with job seekers about open positions at our Stations.
2	Participate in Career Day	On March 23, 2022, our SEU participated in the Salida High School Career Day activities. Our Sports Director talked with the students about opportunities available for a future career in broadcasting, shared details about his exciting job, and answered questions the students questions.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	During the month of October 2022, our President and Chief Operating Officer and our Operations Manager viewed a webinar conducted by its counsel Fletcher, Heald & Hildreth entitled, <i>The FCC’s EEO Rules</i> . The FCC’s EEO recruitment, recordkeeping, and reporting requirements were re-examined and reinforced during this webinar. A Power Point presentation was provided to continue to use as a reference tool going forward.
4	Participate in Scholarship Program	Our President and Chief Operating Officer is a member of the Colorado Broadcasters Association’s (“CBA”) Board of Directors and, as of March 2022, served as Chairman of its Scholarship Committee. He evaluated applications received by the CBA and submitted his recommendations to the full Committee. When scholarships were approved, he welcomed the honor of contacting the scholarship recipient(s) to share the good news.
5	Internship Program	Our SEU contacted the Coordinator of the Colorado Mountain College Internship Program to express its interest in hosting interns at the Stations.

Attachment B

**KBVC(FM), KVRH-FM, and KWUZ(FM)
VACANCY DATA FORM**

Full-Time Job Title: Account Executive	Date Filled: 01/02/2023
Recruitment Source ("RS") Referring Hiree: Cold Call (RS #10)	Total Number of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	On-Air Announcements <i>(one or more SEU stations)</i>	No	0
2	Station Websites <i>(one or more SEU stations)</i>	No	0
3	Station Facebook Pages	No	0
4	Salida Chamber of Commerce 406 W. Rainbow Boulevard Salida, CO 81201 Phone: 719.539.2068 Contact: Lori Roberts, lori@salidachamber.org	No	0
5	Buena Vista Chamber of Commerce 111 E. Main Street Buena Vista, CO 81211 Phone 719.395.6612 Contact: Jon Cobb, membership@buenavista.org	No	0
6	All Access Website www.allaccess.com	No	0
7	Colorado Mountain College – Salida www.coloradomtn.edu	No	0
8	Word-of-Mouth Referral	No	0
9	Cold Call	No	1
Total Interviewees			1

Help Wanted Sales

Dan Ridenour <danr@threeeagles.com>

Tue 12/6/2022 8:56 AM

To: Gary Buchanan <gbuchanan@threeeagles.com>

Starting the EEO process for a sales person. Will air on our stations, posted on our website and Facebook pages, All Access.com, CBA website, and Salida and BV chamber's job boards.

Here is the ad for our approval.

"Heart of the Rockies Radio, in the heart of the beautiful Colorado Mountains, is looking for a new teammate. Our business continues to grow and we need someone to keep up with demand. This full-time sales and marketing position will give you the opportunity to work with current and future clients by creating marketing and promotional advertising by helping them grow their business. We have a talented team who create award winning radio and digital content, and we want you to be apart of the team. You need to have a commitment to excellence with great communication, computer, and people skills. Send your information to gbuchanan@threeeagles.com or stop by our studios at 7600 County Road 120 in Salida, Colorado. Three Eagles Communications is an equal opportunity employer and a great place to work."

Dan R
 (O) 719-539-2575
 (C) 719-207-2952



- On Air - KBVC, KWVZ, KVRH
- Salida Chamber Job Board ✓
- Bent Vista Job Board ✓
- CBA Job Board ✓
- All Access.com ✓
- ~~Salida Chamber~~ 352954 reqite
- Heart of the Rockies Radio. Com ✓

12.12.22/12.23.22

COA Lincoln/D...

✓
 ✓
 ✓
 ✓
 ✓

KVRH-FM

KGKG-AM/FM

KBVC-FM

KWUZ-FM

Date: 12.8.22

AE: House

Client/Advertiser Name:

Heart of THE Rockies Radio

Start Date: 12.12.22

End Date: 12.23.22

Sales Order Name:

HRR

Product/Ad Name:

Help Wanted - Sales Position

Client to Record

CO-OP

Email

Text

MP3

CART # 2553

Help Wanted - Sales

_____	:15
X _____	:30
_____	:60
_____	:90

ADD TO ROTATION

REPLACE CURRENT AD

_____ %

Voiced By: _____

Produced By: *[Signature]*

Client Approval: _____

Notes:

1 X per day, part - each station - no charge.

- DORENIE, will you SEND ME A print out of the schedule when completes? Thanks.

[Signature]

Sales Order

Stations: KBVC-FM, KGKG-AM-FM, KVRH-FM,
KWUZ-FM
 Contract Name: HRRG&MC SALES HELP WANTED
 Contract#: 951002861
 Start Date: 12/12/22 End Date: 12/23/22
 Revenue Type: LOCAL Type: Cash
 Advertiser: STATION PROMOS
 Address: HOUSE
 City: SALIDA State: CO Zip: 81201
 Product Name: HELP WANTED SALES
 Competitive Code: RADIO PROMO

Buyer: _____
 Tax Schedule: _____ (None)
 Agency Commission %: 0
 Billing Cycle: Calendar
 Salesperson: 2140hhou Comm %: 15
 Makegood Policy: Within Contract Dates

KBVC-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	12/12/22	12/23/22		12:00 AM	6:00 AM	30	1	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																				
2	12/12/22	12/23/22		6:00 AM	10:00 AM	30	1	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																				
3	12/12/22	12/23/22		10:00 AM	3:00 PM	30	1	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																				
4	12/12/22	12/23/22		3:00 PM	7:00 PM	30	1	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																				
5	12/12/22	12/23/22		7:00 PM	11:59 PM	30	1	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																				

TOTAL GROSS \$0.00, NET \$0.00

KGKG-AM-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	12/12/22	12/23/22		12:00 AM	6:00 AM	30	1	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																				
2	12/12/22	12/23/22		6:00 AM	10:00 AM	30	1	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																				
3	12/12/22	12/23/22		10:00 AM	3:00 PM	30	1	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																				
4	12/12/22	12/23/22		3:00 PM	7:00 PM	30	1	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																				
5	12/12/22	12/23/22		7:00 PM	11:59 PM	30	1	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																				

TOTAL GROSS \$0.00, NET \$0.00

KVRH-FM

DATES		Alt	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
START	END	wks	START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
12/12/22	12/23/22		12:00 AM	6:00 AM	30	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																		
12/12/22	12/23/22		6:00 AM	10:00 AM	30	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																		
12/12/22	12/23/22		10:00 AM	3:00 PM	30	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																		
12/12/22	12/23/22		3:00 PM	7:00 PM	30	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																		
12/12/22	12/23/22		7:00 PM	11:59 PM	30	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																		

TOTAL GROSS \$0.00, NET \$0.00

KWUZ-FM

DATES		Alt	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
START	END	wks	START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
12/12/22	12/23/22		12:00 AM	6:00 AM	30	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																		
12/12/22	12/23/22		6:00 AM	10:00 AM	30	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																		
12/12/22	12/23/22		10:00 AM	3:00 PM	30	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																		
12/12/22	12/23/22		3:00 PM	7:00 PM	30	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																		
12/12/22	12/23/22		7:00 PM	11:59 PM	30	1	1	1	1	1	1	1	7	D	0.00	12	0.00	3
RADIO SALES HW																		

TOTAL GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Dec 22
CA	0.00
ST	0.00

Print Spot Prices

TOTAL SPOTS	240
GROSS TOTAL \$	0.00
ADJUSTED SPOTS	240
ADJUSTED TOTAL \$	0.00

APPROVE DECLINE

- General Manager
- 2140dwhi, 12/08/22 @9:27AM
- National Sales Manager
- Local Sales Manager

HEART OF THE ROCKIES RADIO



- HOME
- LISTEN LIVE
- NEWS
- SPORTS
- EVENTS
- SUPER RADIO AUCTION
- PET PATROL
- BUSINESS DIRECTORY
- HELP WANTED DIRECTORY
- CONTACT US

LATEST NEWS | DECEMBER 8, 2022 | STATE VACCINE BUS BACK IN CHAFFEE COUNTY

SEARCH ...

We're Searching for a New Team Member Here at Heart of the Rockies Radio



Pictured: Molly (left) and Dan R (right). (Image: Heart of the Rockies Radio)

POSTED BY: HEART OF THE ROCKIES RADIO | DECEMBER 8, 2022

We're looking for a new teammate here at the radio station. Our business continues to grow, and we need someone to help keep up with the demand!

This full-time sales and marketing position will give you the opportunity to work with current and future clients by creating marketing and promotional advertising by helping them grow their businesses. We have a talented team who create award-winning radio and digital content, and we want you to be a part of the team!

You need to have a commitment to excellence with great communication, computer, and people skills.

If you think you're the right person, I would love to talk to you! Stop by and see us at 7600 county road 120 in Salida.

Three Eagles Communications is an equal opportunity employer and a great place to work.



If you see news happening, text us:

(719) 530-7943

SALIDA



34°

Clear

42% humidity

wind: 10mph WSW

H 38 • L 10



40° FRI 43° SAT 41° SUN 34° MON 32° TUE

Heart of the Rockies Radio Weather

Powered by Dark Sky



Heart Of The Rockies Radio

Heart of the Rockies Radio is Eagle Country 104, Hippie Radio 97.5, The Peak 92.3, and The Valley 102.9 - Awesome 80s! Award-winning local radio produced and hosted in Salida, Colorado. We are the Greater Arkansas Valley's only 24-hour news service, and the Voice of the Valley!



Heart of the Rockies Radio News

December 8, 2022 · 🌐



We're looking for a new teammate here at the radio station. Our business continues to grow, and we need someone to help keep up with the demand!...



HEARTOFTHEROCKIESRADIO.COM

We're Searching for a New Team Member Here at Heart of the Rockies Radio

We're looking for a new teammate here at the radio station. Our business continues to grow, a...



1

1 share

Like

Comment

Share



Write a comment...





**SALIDA COLORADO
CHAMBER OF COMMERCE**

719-539-2068

406 W Hwy 50, Salida, CO 81201



≡ Menu

Job Board

Welcome to the Salida Chamber of Commerce Job Board

Check back frequently as new jobs are posted daily! If you have any questions, please [send us an email](#).

Sales and Marketing position

Three Eagles Communications

[Apply Here](#)

This FT sales and marketing position will give you the opportunity to work with current & future clients by creating marketing & promotional advertising by helping them grow their business. We have a talented team who create award winning radio & digital content, & we want you to be apart of the team. You need to have a commitment to excellence with great communication, computer, & people skills. Send your information to gbuchanan@threeeagles.com or stop by our studio at 7600 CR 120 Salida, CO.

Communications Manager

Salida Chamber of Commerce

[Apply Here](#)



Associated with
MELODIA
pro



Fresh Yet Familiar

**STEVE
STONE**
VOICEOVERS

- Home
- Formats
- Net News
- Mediabase
- Chartmetric
- Ratings
- Jobs
- Forums
- Directory
- VO
- Music
- Video
- Podcast
- People
- Columns
- Charts

Welcome to AllAccess.com, the web's largest radio and music industry community. Sign up now!

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Forums

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Sales Position

Moderators: [shawnski](#), [jdenver](#), [mpaulsen68](#)

Forum rules

You can only post the job opening once in any 24 hour period. Please print your job opening for EOE records. Job openings will remain visible for 14 days. Do not post in this forum if you are looking for work. Please, go to Situations Wanted to post your availability.
No voiceover, voicetracking, or other business plugs, please!

Post Reply

Search this topic...

1 post • Page 1 of 1

[danrsalida](#)

Sales Position

Thu Dec 08, 2022 9:59 am

Heart of the Rockies Radio, in the heart of the beautiful Colorado Mountains, is looking for a new teammate. Our business continues to grow and we need someone to keep up with demand.

This full-time sales and marketing position will give you the opportunity to work with current and future clients by creating marketing and promotional advertising by helping them grow their business. We have a talented team who create award winning radio and digital content, and we want you to be apart of the team.

You need to have a commitment to excellence with great communication, computer, and people skills.

Send your information to gbuchanan@threeeagles.com or stop by our studios at 7600 County Road 120 in Salida, Colorado.

Three Eagles Communications is an equal opportunity employer and a great place to work.

Post Reply

1 post • Page 1 of 1

[Return to "Job Openings"](#)

Jump to



ALL ACCESS DOWNLOADS

WE'VE GOT
YOUR NEW
HOT AC & AC
MUSIC HERE!



PLAY



DOWNLOAD



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Sales Position

[f Facebook](#) [t Twitter](#) [in LinkedIn](#) [p Pinterest](#) [✉ E-Mail](#)



Company
📍 Location

Published 📅 December 12, 2022

Job Type Full Time

Category Radio

Description

Heart of the Rockies Radio, in the heart of the beautiful Colorado Mountains, is looking for a new teammate. Our business continues to grow and we need someone to keep up with demand.

This full-time sales and marketing position will give you the opportunity to work with current and future clients by creating marketing and promotional advertising by helping them grow their business. We have a talented team who create award winning radio and digital content, and we want you to be apart of the team.

You need to have a commitment to excellence with great communication, computer, and people skills.

Send your information to gbuchanan@threeeagles.com or stop by our studios at 7600 County Road 120 in Salida, Colorado.

Three Eagles Communications is an equal opportunity employer and a great place to work.

Apply for this Job

First & Last Name *

Email *

Phone *

Resume Text (Leave blank if attaching link below)

Resume Link URL (Optional)

<https://www>.

Demo Link URL (Optional)

<https://www>.

KBVC(FM), KVRH-FM, and KWUZ(FM)
VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 01/24/2022
Recruitment Source (“RS”) Referring Hiree: On-Air Announcements (RS #1)	Total Number of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	On-Air Announcements (<i>one or more SEU stations</i>)	No	1
2	Station Websites (<i>one or more SEU stations</i>)	No	0
3	Station Facebook Pages	No	0
4	Salida Chamber of Commerce 406 W. Rainbow Boulevard Salida, CO 81201 Phone: 719.539.2068 Contact: Lori Roberts, lori@salidachamber.org	No	0
5	Buena Vista Chamber of Commerce 111 E. Main Street Buena Vista, CO 81211 Phone 719.395.6612 Contact: Jon Cobb, membership@buenavista.org	No	0
6	All Access Website www.allaccess.com	No	0
7	Colorado Mountain College – Salida www.coloradomtn.edu	No	0
8	Word-of-Mouth Referral	No	0
Total Interviewees			1

Heart of the Rockies Radio, in the heart of the beautiful Colorado Mountains, is looking for a new teammate. Our business continues to grow and we need someone to keep up with demand.

This full-time sales and marketing position will give you the opportunity to work with current and future clients by creating marketing and promotional advertising by helping them grow their business. We have a talented team who create award winning radio and digital content, and we want you to be apart of the team.

You need to have a commitment to excellence with great communication, computer, and people skills.

Send your information to gbuchanan@threeeagles.com or stop by our studios at 7600 County Road 120 in Salida, Colorado.

Three Eagles Communications is an equal opportunity employer and a great place to work.

Billing Summary
KBVC-FM,KGKG-AM-FM,KVRH-FM,KWUZ-FM
Report by Contracts # From 951002367 To 951002367

Advertiser	Station	Spot	Product	Cont Start Date	Cont End Date	Contract #
STATION PROMOS	KBVC-FM	338	SALES HELP WANTED	10/20/2021	01/20/2022	951002367
	KGKG-AM-FM	399	SALES HELP WANTED	10/20/2021	01/20/2022	951002367
	KVRH-FM	371	SALES HELP WANTED	10/20/2021	01/20/2022	951002367
	KWUZ-FM	390	SALES HELP WANTED	10/20/2021	01/20/2022	951002367
Grand Total		1498				

Order #	Order Name	Dates	Station	#Promo's Aired
951002367	Sales	10/20/2021-1/20/2022	KBVC	395
			KGKG	395
			KVRH	395
			KWUZ	395
			TOTAL	1580

salidachamber.org/wp-admin/edit.php?post_type=job&author=2&paged=13

Jobs

All (465) | Mine (438) | Published (460) | Drafts (5) | Trash (2)

Bulk actions: All dates, Filter

Title: Registration Specialist - Emergency Department — Expired

Title: Heart of the Rockies Radio- Sales Position — Expired

Search Jobs, 438 items, 13 of 22

Date: Published 2021/12/29 at 10:34 am

Date: Published 2021/12/08 at 9:39 am

Edit Job Add New

Heart of the Rockies Radio- Sales Position

Job Details

Business

Heart of the Rockies Radio

Description

Heart of the Rockies Radio is seeking a team member with a background in sales. If you have a passion for sales, a proven track record in the field, and a love for our beautiful valley, we want to hear from you.

Link

<https://heartoftherockiesradio.com/contact-us/>



**KBVC(FM), KVRH-FM, and KWUZ(FM)
VACANCY DATA FORM**

Full-Time Job Title: Account Executive	Date Filled: 08/02/2022
Recruitment Source (“RS”) Referring Hiree: On-Air Announcements (RS #1)	Total Number of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	On-Air Announcements (<i>one or more SEU stations</i>)	No	1
2	Station Websites (<i>one or more SEU stations</i>)	No	0
3	Station Facebook Pages	No	0
4	Salida Chamber of Commerce 406 W. Rainbow Boulevard Salida, CO 81201 Phone: 719.539.2068 Contact: Lori Roberts, lori@salidachamber.org	No	0
5	Buena Vista Chamber of Commerce 111 E. Main Street Buena Vista, CO 81211 Phone 719.395.6612 Contact: Jon Cobb, membership@buenavista.org	No	0
6	All Access Website www.allaccess.com	No	0
7	Colorado Mountain College – Salida www.coloradomtn.edu	No	0
8	Word-of-Mouth Referral	No	0
Total Interviewees			1

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Billing Summary
KBVC-FM,KGKG-AM-FM,KVRH-FM,KWUZ-FM
Report by Contracts # From 951002704 To 951002704 and Contracts From 08/01/22 To 08/31/22

Advertiser	Station	Spot	Product	Cont Start Date	Cont End Date	Contract #
STATION PROMOS	KBVC-FM	71	HELP WANTED	07/19/2022	08/15/2022	951002704
	KGKG-AM-FM	75	HELP WANTED	07/19/2022	08/15/2022	951002704
	KVRH-FM	74	HELP WANTED	07/19/2022	08/15/2022	951002704
	KWUZ-FM	74	HELP WANTED	07/19/2022	08/15/2022	951002704
Grand Total		294				

Order #	Order Name	Dates	Station	#Promo's Aired
951002704	Sales	7/19/2022-8/15/2022	KBVC	140
			KGKG	140
			KVRH	140
			KWUZ	140
			TOTAL	560

HEART OF THE ROCKIES RADIO



- [HOME](#)
- [LISTEN LIVE](#)
- [NEWS](#)
- [SPORTS](#)
- [EVENTS](#)
- [SUPER RADIO AUCTION](#)
- [PET PATROL](#)
- [BUSINESS DIRECTORY](#)
- [HELP WANTED DIRECTORY](#)
- [CONTACT US](#)

LATEST NEWS NOVEMBER 21, 2022 | THE LIGHTING OF CHRISTMAS MOUNTAIN AND SALIDA'S PARADE OF LIGHTS IS NOVEMBER 25TH

SEARCH ...

We're Searching for a New Team Member Here at Heart of the Rockies Radio



Pictured: Molly (left) and Dan R (right). (Image: Heart of the Rockies Radio)

POSTED BY: HEART OF THE ROCKIES RADIO JULY 19, 2022

We're looking for a new teammate here at the radio station. Our business continues to grow, and we need someone to help keep up with the demand!

This full-time sales and marketing position will give you the opportunity to work with current and future clients by creating marketing and promotional advertising by helping them grow their businesses. We have a talented team who create award-winning radio and digital content, and we want you to be a part of the team!

You need to have a commitment to excellence with great communication, computer, and people skills.

If you think you're the right person, I would love to talk to you! Stop by and see us at 7600 county road 120 in Salida.

Three Eagles Communications is an equal opportunity employer and a great place to work.



If you see news happening, text us:

(719) 530-7943

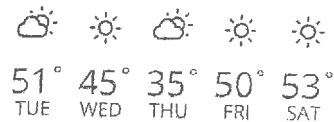
SALIDA



36°

Clear

17% humidity
wind: 4mph WSW
H 54 • L 17



Heart of the Rockies Radio Weather

Powered by Dark Sky



Heart Of The Rockies Radio

Heart of the Rockies Radio is Eagle Country 104, Hippie Radio 97.5, The Peak 92.3, and The Valley 102.9 - Awesome 80s! Award-winning local radio produced and hosted in Salida, Colorado. We are the Greater Arkansas Valley's only 24-hour news service, and the Voice of the Valley!



Heart of the Rockies Radio News

July 19, 2022 · 🌐

...

Help Wanted: We're looking for a new teammate here at the radio station. Our business continues to grow, and we need someone to help keep up with the demand! Is that person you?



HEARTOFTHEROCKIESRADIO.COM

We're Searching for a New Team Member Here at Heart of the Rockies Radio

We're looking for a new teammate here at the radio station. Our business continues to grow. a...



Write a comment...



Attachment C

KBVC(FM), KVRH(FM) and KWUZ(FM)

EEO PUBLIC FILE REPORT

DECEMBER 1, 2022 - NOVEMBER 30, 2023

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	During the week of April 10, 2023, our SEU participated in the Colorado Broadcasters Association's Virtual Job Fair. Our Operations Manager was available to speak with job seekers about open positions at our Stations.
2	Participate in Job Fair	During the week of July 10, 2023, our SEU participated in the Colorado Broadcasters Association's Virtual Job Fair. Our Operations Manager was available to speak with job seekers about open positions at our Stations.
3	Participate in Career Day	On March 24, 2023, our SEU participated in the Salida High School/Colorado Community College Career Day activities. Our Sports Director talked with the students about opportunities available for a future career in broadcasting, shared details about his job, and answered student's questions.
4	Participate in Scholarship Program	Our President and Chief Operating Officer is a member of the Colorado Broadcaster Association's Board of Directors and served as chairman of its Scholarship Committee. He evaluated applications received by the CBA and submitted his recommendations to the full Committee. When scholarships were approved, he welcomed the honor of contacting the scholarship recipient to share the good news.
5	Internship Program	Our SEU works with the Colorado Mountain College Internship Program to find interested students to intern at the Stations.



Heart of the Rockies Radio
7600 County Road 120
Salida, Colorado 81201

RE: Participation in the Colorado Broadcasters Virtual Job Fair

April 17, 2023

Dear Gary Buchanan,

Thank you for participating in the Colorado Broadcasters Virtual Job Fair the week of April 10, 2023. Your hiring agent of record was Gary Buchanan and the stations that participated were Eagle Country 104.1, 92.3 The Peak, Hippie Radio 97.5, The Valley 102.9.

Please keep this letter for your records.

Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,

Justin Sasso, President
Colorado Broadcasters Association
333 West Hampden Avenue, Suite 400
Englewood, CO 80110



Heart of the Rockies Radio
7600 County Road 120
Salida, Colorado 81201

RE: Participation in the Colorado Broadcasters Virtual Job Fair

July 17, 2023

Dear Gary Buchanan,

Thank you for participating in the Colorado Broadcasters Virtual Job Fair the week of July 10, 2023. Your hiring agent of record was Gary Buchanan and the stations that participated were Heart of the Rockies Radio.

Please keep this letter for your records.

Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,

Justin Sasso, President
Colorado Broadcasters Association
333 West Hampden Avenue, Suite 400
Englewood, CO 80110



April 15, 2024

To Whom it May Concern:

This letter serves as verification that Gary Buchanan was appointed to the Board of Directors of the Colorado Broadcasters Association in September of 2018. He continued to serve on the board through June 30, 2023.

On November 16, 2018, Gary joined the Broadcast Education and Development Scholarship Committee. On March 8, 2022 he was elevated to Chair of the CBA's Broadcast Education and Development Scholarship Committee. He served in that role until December 31, 2022.

Respectfully,

A handwritten signature in black ink that reads "Justin Sasso". The signature is written in a cursive style with a large initial "J".

Justin Sasso
President & CEO

Gary Buchanan reviewed scholarship applications in both positions.

As Chair of the Scholarship Committee (March 8, 2022 - December 31, 2022), he performed the first-round review of scholarship applications.

As a Member of the Scholarship Committee, (November 16, 2018 - March 7, 2022), he performed the second-round review of scholarship applications.

KBVC(FM), KVRH-FM, and KWUZ(FM)
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	During the week of October 24, 2022, our SEU participated in the Colorado Broadcasters Association’s Virtual Job Fair. Our Operations Manager was available to speak with job seekers about open positions at our Stations.
2	Participate in Career Day	On March 23, 2022, our SEU participated in the Salida High School Career Day activities. Our Sports Director talked with the students about opportunities available for a future career in broadcasting, shared details about his exciting job, and answered questions the students questions.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	During the month of October 2022, our President and Chief Operating Officer and our Operations Manager viewed a webinar conducted by its counsel Fletcher, Heald & Hildreth entitled, <i>The FCC’s EEO Rules</i> . The FCC’s EEO recruitment, recordkeeping, and reporting requirements were re-examined and reinforced during this webinar. A Power Point presentation was provided to continue to use as a reference tool going forward.
4	Participate in Scholarship Program	Our President and Chief Operating Officer is a member of the Colorado Broadcasters Association’s (“CBA”) Board of Directors and, as of March 2022, served as Chairman of its Scholarship Committee. He evaluated applications received by the CBA and submitted his recommendations to the full Committee. When scholarships were approved, he welcomed the honor of contacting the scholarship recipient(s) to share the good news.
5	Internship Program	Our SEU contacted the Coordinator of the Colorado Mountain College Internship Program to express its interest in hosting interns at the Stations.

CBA eMemo: Virtual Job Fair This Month

Colorado Broadcasters Association <Justin@ColoradoBroadcasters.org>

Fri 10/14/2022 7:02 AM

To: Dan Ridenour <danr@threeeagles.com>

Like Tweet in



Weekly eMemo

a service of the Colorado Broadcasters Association

333 W. Hampden Avenue | Suite 400 | Englewood, Colorado | 80110



Virtual Job Fair

October 24th - 28th

The CBA will facilitate a Virtual Job Fair during the week of October 24th, 2022.

The Virtual Job Fair fulfills the FCC option of participating in “at least four job fairs” during a 2-year period.

By participating in four virtual job fairs within a 2-year period, a station fulfills one requirement of the third prong (supplemental efforts) of the FCC’s Options Menu.

Virtual Job Fairs are free for CBA members and \$100 for non-member stations.

Register

Registration Deadline is Wednesday, October 19th at 5 PM

Your Virtual Job Fair Registration has been received!

Colorado Broadcasters Association <coloradobroadcasters@gmail.com>

Fri 10/14/2022 7:14 AM

To: Dan Ridenour <danr@threeeagles.com>

Thank you for registering for the upcoming CBA Virtual Job Fair.

Please be sure to promote the Virtual Job Fair by airing announcements during the week of the fair. Sample scripts are available here: [RADIO](#) or [TELEVISION](#).

The job fair will take place at this [website](#).

For questions email CBA@ColoradoBroadcasters.org.

Hiring Agent Name

Dan Ridenour

Hiring Agent Email

danr@threeeagles.com

Hiring Agent Phone

(719) 539-2575

Station Call Letters or Company Name

Three Eagles Broadcasting

CBA Member?

Yes

Address

7600 County Road 120

Salida, Colorado 81201

United States

[Map It](#)

Station or Company Description

Three Eagles Broadcasting is a group of four community radio stations serving Chaffee, Saguache, western Fremont, Lake and Park counties in central Colorado. We are dedicated to being live and local and being an integral part of the area we serve.

FW: Salida HS Job Fair

Gary Buchanan <gbuchanan@threeeagles.com>

Tue 10/11/2022 9:35 AM

To: Dan Ridenour <danr@threeeagles.com>; Gary Buchanan <gbuchanan@threeeagles.com>

Subject: Re: Salida HS Job Fair

Participation in Job Fair's...

Nov. 2015

Nov. 2016

Nov. 2017

March 2018

March 2019

October 2021

March 2022

We gave away

\$2000 in Scholarships from 2015 + 2016

\$3000 in 2017, 2018 + 2019

\$2000 in 2020 + 2021

Andrew Stossmeister

Work: 719-539-2575

Heart of the Rockies Radio

7600 CR 120 | Salida, CO | 81201



The FCC's EEO Rules

Francisco R. Montero
Co-Managing Member
Fletcher, Heald & Hildreth, PLC
montero@fhhlaw.com
(703) 812-0480

Daniel A. Kirkpatrick
Member
Fletcher, Heald & Hildreth, PLC
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crump@fhhlaw.com
(703) 812-0426

Dawn M. King
Paralegal
Fletcher, Heald & Hildreth, PLC
king@fhhlaw.com
(703) 812-0414

November 29, 2018*

*As demonstrated on the next page, Three Eagles participated in this training in October 2022. The slides presented were last revised in 2018.

From: Dan Ridenour <danr@threeeagles.com>
Sent: Tuesday, November 22, 2022 11:14 AM
To: Gary Buchanan <gbuchanan@threeeagles.com>; Dawn King <king@fhhlaw.com>
Cc: Francisco Montero <montero@fhhlaw.com>; Terry West <TWest@threeeagles.com>
Subject: Re: Three Eagles Communications Colorado - EEO Public File Report

2022 EEO Report notes:

Watched EEO webinar in October of 2022

Dan R

(O) 719-539-2575



April 15, 2024

To Whom it May Concern:

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