

KKFM(FM), KKMG(FM), KKPK(FM), KATC-FM, KVOR(AM), KCSF(AM)
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
Account Executive	4, 5, 7, 15, 16, 17, 18	5
Account Executive	4, 5, 7, 15, 16, 17, 18	7
Account Executive	4, 5, 7, 15, 16, 17, 18	7
Account Executive	1, 4, 5, 7, 15, 16, 17, 18	1
Account Executive	1, 4, 5, 7, 15, 16, 17, 18	5
Account Executive	4, 5, 7, 15, 16, 17, 18	7
Business Manager	1, 4, 5, 7, 15, 16, 17, 18	5
Market Manager	7, 15, 16, 17, 18	7
Market Manager	7	7
On Air KKPK	2, 3, 6-8, 10, 11, 13, 19	7
Program Director KKMG	2, 3, 6-8, 9-11, 13, 16, 19	13
Receptionist	5, 7, 15, 16, 17, 18	15
Sales Assistant	7, 15, 16, 17, 18	7
Sales Trainee	4, 7, 15, 16, 17, 18	4

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II. MASTER RECRUITMENT SOURCE LIST (“MRSLS”)

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>all SEU stations</i>)	N	2
2	University of Colorado, Colorado Springs Attn: Student Employment 1420 Austin Bluff Pkwy, Colorado Springs, CO 80933 719-255-3454	N	2
3	Colorado State University Attn: Career Center Ammons-Hall 711 Oval Dr., Fort Collins, CO 80523 970-491-5707	N	1
4	Linked In Website www.linkedin.com	N	1
5	Indeed Website www.indeed.com	N	1
6	DenverRadio.net	N	3
7	Word of Mouth Referral	N	15
8	Pikes Peak Community College Sharon Hogg – RTV Program 5675 S. Academy Blvd., Colorado Springs, CO 80906 719-540-3700	N	6
9	SEU Job Fair (<i>see Section III</i>)	N	1
10	Ohio & Illinois Centers for Broadcasting Jim Murphy 404 Upham Street, Lakewood, CO 80226 303-937-7070	N	5
11	Urban League Pikes Peak Region Attn: Employment Opportunities 1322 N. Academy Blvd. Ste. 201, Colorado Springs, CO 80909 719-634-1525	N	1
12	Pike’s Peak Workforce Duke Compton 2306 E. Pikes Peak Ave., Colorado Springs, CO 80909 719-6673700	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	All Access Website www.allaccess.com	N	14
14	SEU Facebook Pages	N	0
15	Clear Company www.clearcompany.com	N	1
16	LinkUp www.linkup.com	N	0
17	Glass Door www.glassdoor.com	N	0
18	Simply Hired www.simplyhired.com	N	0
19	Colorado Broadcaster's Association http://www.coloradobroadcasters.org/jobs/category/radio/	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			55

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship program	Our SEU hosts an internship program. Students at local universities and community colleges who intern with our stations assist with promotions, programming, and engineering and production responsibilities. During the year of 2015, we hosted six interns from Pikes Peak Community College.
2	Participate in events/programs sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 13 and November 20, 2015, our Operations Manager spoke to students in both beginning and advanced classes of the Radio/TV program of Pikes Peak Community College regarding broadcasting and preparing for careers in the industry. Our Operations Manager also serves as an Advisory Board Chairman of the Radio and Television program at Pikes Peak Community College.
3	Participate in Job Fair	On April 2, 2015, our SEU participated in the Gazette Job Fair at Hotel Elegante in Colorado Springs. SEU representatives occupied a booth and spoke with interested attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Sales Manager and Programming Director who collected resumes and applications in addition to conducting on-the-spot interviews.
4	Participate in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Through the SEU's membership with Colorado Broadcasters Association, we provide broadcast opportunities to traditional and non-traditional students. http://www.coloradobraodcasters.org/scholarships/

5	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	SEU's Operations Manager serves as the Advisory Board Chairman of the Radio/TV Department of Pikes Peak Community College. Each quarter his meetings include input from community leaders and educators to provide and extend career opportunities to area students.
6	Provide training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.	SEU's Operation Manager serves on the leadership team of local non-profit community station KCMJ, which provides training to potential broadcast position candidates. http://www.kcmj.org/