

EEO PUBLIC FILE REPORT

FOR

STATIONS KILO-FM & KRXP-FM  
Colorado Springs Radio Broadcasters, Inc.

This EEO Public File Report  
Covers the Period  
December 1, 2022 through November 30, 2023

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KILO-FM & KRXP-FM's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period from December 1, 2022, through November 30, 2023 the station filled the following full-time vacancies:

Position	Date Open	Date Filled
Account Executive 1	4/21/23	7/24/23
Account Executive 2	7/01/23	7/31/23
KRXP Program Director	4/18/23	5/15/23

The station interviewed a total of **20** people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of interviewees referred</u>
Allaccess.com industry website	<b>1</b>
Bahakel Communications	0
Colorado Broadcasters Association-coloradobroadcasters.org	0
Colorado College, University of Colorado (Boulder, Colorado Springs, Denver), & University of Northern Colorado, Pikes Peak State College	<b>6</b>
Indeed.com	<b>4</b>
The Independent (newspaper)	0
KILO on-air ad	0
KILO website	0
KILO/KRXP employee referral	<b>1</b>
KILO/KRXP in-house posting	<b>4</b>
KRXP on-air ad	0
KRXP website	0
LinkedIn	<b>4</b>
Outside referral	0
<b>TOTAL</b>	<b>20</b>

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the Federal Communications Commissions' Equal Employment Opportunity rules during the time period of this report.

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy: ACCOUNT EXECUTIVE 1**  
**Recruitment Source That Referred the Hiree: employee referral**  
**Date Opened: 04/21/2023**  
**Total # Persons Interviewed: 16**  
**Date Vacancy Filled: 07/24/23**

**Recruitment Sources Used to Fill the Vacancy**

Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Allaccess industry website	allaccess.com			0	No
Bahakel Communications	hr@bahakel.com	various	704-372-4434	0	No
Colorado Broadcasters Association	coloradobroadcasters.org			0	No
Colorado College, University of Colorado (Boulder, Colorado Springs, Denver), & University of Northern Colorado, Pikes Peak State College	handshake.com			6	No
Indeed.com	indeed.com			4	No
The Independent (newspaper)	amy.sweet@csindy.com	Amy Sweet	719-577-4545	0	No
KILO on-air ad	sudell@kilo943.com	Jason Janc	719-955-1300	0	No
KILO website	kilo943.com	Jason Janc	719-955-1300	0	No
KILO/KRXP employee referral	sudell@kilo943.com	Jason Janc	719-955-1300	1	No
KILO/KRXP in-house posting	sudell@kilo943.com	Jason Janc	719-955-1300	1	No
KRXP on-air ad	sudell@kilo943.com	Jason Janc	719-955-1300	0	No
KRXP website	1039rxp.com	Jason Janc	719-955-1300	0	No
LinkedIn				4	No
Outside referral		Jason Janc	719-955-1300	0	No

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy: ACCOUNT EXECUTIVE 2**  
**Recruitment Source That Referred the Hiree: in house posting**  
**Date Opened: 07/01/2023**  
**Total # Persons Interviewed: 16**  
**Date Vacancy Filled: 07/31/23**

**Recruitment Sources Used to Fill the Vacancy**

Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Allaccess industry website	allaccess.com			0	No
Bahakel Communications	hr@bahakel.com	various	704-372-4434	0	No
Colorado Broadcasters Association	coloradobroadcasters.org			0	No
Colorado College, University of Colorado (Boulder, Colorado Springs, Denver), & University of Northern Colorado, Pikes Peak State College	handshake.com			6	No
Indeed.com	indeed.com			4	No
The Independent (newspaper)	amy.sweet@csindy.com	Amy Sweet	719-577-4545	0	No
KILO on-air ad	sudell@kilo943.com	Jason Janc	719-955-1300	0	No
KILO website	kilo943.com	Jason Janc	719-955-1300	0	No
KILO/KRXP employee referral	sudell@kilo943.com	Jason Janc	719-955-1300	1	No
KILO/KRXP in-house posting	sudell@kilo943.com	Jason Janc	719-955-1300	1	No
KRXP on-air ad	sudell@kilo943.com	Jason Janc	719-955-1300	0	No
KRXP website	1039rxp.com	Jason Janc	719-955-1300	0	No
LinkedIn				4	No
Outside referral		Jason Janc	719-955-1300	0	No

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy: KRXP PROGRAM DIRECTOR**  
**Recruitment Source That Referred the Hiree: in house posting**  
**Date Opened: 04/18/23**  
**Total # Persons Interviewed: 4**  
**Date Vacancy Filled: 05/15/2023**

**Recruitment Sources Used to Fill the Vacancy**

Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Allaccess industry website	allaccess.com			1	No
Bahakel Communications	hr@bahakel.com	various	704-372-4434	0	No
Colorado Broadcasters Association	coloradobroadcasters.org			0	No
Colorado College, University of Colorado (Boulder, Colorado Springs, Denver), & University of Northern Colorado, Pikes Peak State College	handshake.com			0	No
Indeed.com	indeed.com			0	No
The Independent (newspaper)	amy.sweet@csindy.com	Amy Sweet	719-577-4545	0	No
KILO on-air ad	jjanc@kilo943.com	Jason Janc	719-955-1300	0	No
KILO website	kilo943.com	Jason Janc	719-955-1300	0	No
KILO/KRXP employee referral	jjanc@kilo943.com	Jason Janc	719-955-1300	0	No
KILO/KRXP in-house posting	jjanc@kilo943.com	Jason Janc	719-955-1300	3	No
KRXP on-air ad	jjanc@kilo943.com	Jason Janc	719-955-1300	0	No
KRXP website	1039rxp.com	Jason Janc	719-955-1300	0	No
LinkedIn				0	No
Outside referral		Jason Janc	719-955-1300	0	No

## Outreach Initiatives

Stations KILO-FM and KRXP-FM have engaged in the following outreach activities during the year covered by this report:

<b>Type of Activity</b>	<b>Brief Description</b>
Virtual Job Fairs . . . Colorado Broadcasters Association #1	KILO and KRXP participated in four virtual job fairs with the Colorado Broadcasters Association. Dates of the virtual job fairs were: January 23-27, 2023, April 10-14, 2023, July 10-14, 2023, and October 16-20, 2023.
Student Internship December 1, 2022-November 30, 2023	Student Internship December 1, 2022-November 30, 2023 KILO/KRXP continually participates in a student internship program with Pikes Peak State College and UCCS. The internship period is of a variable length of time dependent upon the needs of the student, concurrent with facility availability. There was one intern during this reporting period.