

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.

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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

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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.