

KYGO-FM, KKFN(FM), KQKS(FM), KRWZ(AM), KEPN(AM)
EEO PUBLIC FILE REPORT
11/28/13 – 11/27/14

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1-44	22
Account Executive	1-44	40
Account Executive	1-44	42
Account Executive	1-44	40
Account Executive	1-48	45
Account Executive	1-44, 46-48	42
Account Executive	1-48	45
Sales Assistant	1-44	22
Promotions Coordinator	1-44	43
Account Executive	1-44, 46	21
Digital Producer/Web Designer	1-44	35
Sales Assistant	1-44	35
Digital Account Manager	1-18, 20-44, 46, 49	40
Local Sales Manager	1-18, 20-44, 49-50	40

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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	Ask Liz Ryan 637-B South Broadway, #222 Boulder, CO 80305 303-440-0408	N	0
2	Colorado Black Chamber of Commerce Attention: Staff 410 17 th Street #1110 Denver, CO 80202 303-831-0720	N	0
3	Columbia College 14241 E. 4th Ave Bldg 5 Aurora, CO 80011	N	0
4	Community College of Aurora Barbara Lindsay 16000 E. Centretech Pkwy Aurora, CO 80011	N	0
5	Denver Indian Center Inc. Attention: Ann Selma Mitchell 4407 Morrison Rd Denver, CO 80219 303-936-2688	N	0
6	Employer Partnership of the Armed Forces 12963 East 23 rd Ave Aurora, CO 80045	Y	0
7	MI CASA Resource Center for Women Attention: Job Board 360 Acoma Denver, CO 80223 303-573-1302	Y	0
8	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, CA 91105 626-792-6462	N	0
9	Colorado Media School Jim Murphy 404 S. Upham St. Lakewood, CO 80226 303-937-7070	N	0
10	The Ohio Center for Broadcasting Gary James 9885 Rockside Rd; Suite 190 Valley View, OH 44125 216-503-5900	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Regis University Roxane Aungst 3333 Regis Boulevard F-12 Denver, CO 80221-1099 303-964-5493	N	0
12	Servicios De La Raza Attention: Fabian 4055 Tejon St. Denver, CO 80211 303-458-5851	N	0
13	University of Colorado-Denver 1250 14 th Street Denver, CO 80201 303-556-6219	N	0
14	Urban League of Denver 2015 York St Denver, CO 80205	N	0
15	Westwood College-Denver South 3150 S. Sheridan Blvd Denver, CO 80227	N	0
16	Women's Vision Foundation Sally McDonald 360 South Monroe St; Suite 175 Denver, CO 80209 303-470-7576	N	0
17	Community College of Denver-Auraria Campus Attention: Georgia P.O. Box 173363 Denver, CO 80217-3363 303-556-2413	N	0
18	Hispanic Chamber of Commerce Job Bank 924 W Colfax Ave; #104F Denver, CO 80204 303-629-0102	N	0
19	National Diversity Career Center Job Postings 4255 S. Buckley Rd, Suite 299 Aurora, CO 80013 303-699-8599	N	0
20	Lincoln Financial Media Website www.lincolnfinancialmedia.com	N	6
21	Station Websites KYGO.COM, KS1075.COM, 1043THEFAN.COM, 1600THEZONE.COM CRUISINOLDIES950.COM	N	5
22	All LFM Denver Users email	N	6
23	Internal Posting—Bulletin Boards	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	All Access Job Board Job Postings www.allaccess.com	N	2
25	Colorado Broadcasters Association Amanda Brooks P.O. Box 2369 Breckenridge, CO 80424 www.coloradobroadcasters.org	N	1
26	University of Denver Career Center Attention: Chanty 2050 E. Evans, Suite 30 Denver, CO 80208 303-871-2150	N	0
27	AMFMJobs.com jobs@amfmjobs.com Mark Holloway admin@amfmjobs.com	N	0
28	Arapahoe Community College Career Center Jan McLees 5900 S Santa Fe Dr Littleton, CO 80120 303-797-5809	N	0
29	Jobing.com 1760 Platte Street, Suite 200 Denver, CO 80202 303-327-3377	N	0
30	Corkin.com	N	0
31	JobSpider.com	N	0
32	PostJobFree.com	N	0
33	On Air Spot	N	0
34	PostMeUp.com	N	0
35	DirectEmployers.com	Y	4
36	FindAJobAlready.com	N	0
37	ResumeBucket.com	N	0
38	TVandRadioJobs.com	N	0
39	BestRadioJobs.com	N	0
40	Employee Referral	N	12
41	Industry Referral	N	7
42	Self-Referral/Walk-In	N	2
43	Word of Mouth	N	5
44	Craigslist.org	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	Media Staffing Network 150 E. Huron St. #900 Chicago, IL 60611 (312) 944-9194	N	3
46	RadioInk.com	N	0
47	TomTaylorNow.com	N	0
48	RadioandMusicPros.com	N	0
49	TopLine Matters 43300-116 Southern Walk Plaza #101 Broadlands, VA 20148 (571) 230-6730	N	7
50	RAB.com	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			63

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	On November 27, 2013, a KKFN Producer had a student from Colorado State University job shadow him to learn more about the radio industry and the jobs available in radio.
2	Station Tour	On January 3, 2014 a KQKS Promotions Assistant conducted a station tour for the To The Rescue group. She talked to them about the different careers in radio.
3	Station Tour	On January 13, 2014 a KQKS Promotions Assistant conducted a station tour for Cub Scouts Troop # 841. She talked to them about the different careers in radio.
4	Station Tour	On January 14, 2014 a KQKS Promotions Assistant conducted a station tour for Cub Scouts Troop # 747. She talked to them about the different careers in radio.
5	Station Tour	On February 11, 2014 a KQKS Promotions Assistant conducted a station tour for Cub Scouts Troop # 613. She talked to them about the different careers in radio.
6	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	The KKFN Assistant Program Director was an instructor at Colorado Media School in Feb 2014. All aspects of the radio industry were discussed including careers that are available. Classes focused on the skills necessary to be successful in radio were taught.
7	Station Tour	On February 3, 2014 Lincoln Financial Media's Director of Engineering conducted a station tour for Cub Scouts Troop # 345. She talked to them about the different careers in radio.
8	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	On February 6, 2014, KKFN Assistant Program Director was a guest speaker at Colorado Media School. He spoke about his experience in the radio industry from his college internship days and the path that led him to a job at Lincoln Financial Media.
9	Station Tour	On February 13, 2014 a KQKS Promotions Assistant conducted a station tour for the Cub Scouts. She talked to them about the different careers in radio.
10	Station Tour	On February 18, 2014 a KQKS Promotions Assistant conducted a station tour for the Cub Scouts. She talked to them about the different careers in radio.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
11	Participation in Job Fair	From February 24 through February 28, 2014, the Employment Unit participated in the Broadcasters Virtual Job Fair sponsored by the Colorado Broadcasters Association. The Employment Unit's Human Resource Director provided information on opportunities in broadcasting and current job opportunities with attendees.
12	Station Tour	On February 27, 2014 the KKFN Assistant Program Director conducted a station tour for Cub Scouts Troop # 369. He talked to them about the different careers in radio.
13	Station Tour	On March 31, 2014 a KQKS Promotions Assistant conducted a station tour for Alternative Support Inc. She talked to them about the different careers in radio.
14	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	The KKFN Assistant Program Director was an instructor at Colorado Media School in April 2014. All aspects of the radio industry were discussed including careers that are available. Classes focused on the skills necessary to be successful in radio were taught.
15	Station Tour	On April 9, 2014 a KQKS Promotions Assistant conducted a station tour for Cub Scouts Troop # 294. She talked to them about the different careers in radio.
16	Station Tour	On May 14, 2014 the KKFN Assistant Program Director conducted a station tour for Cub Scouts Troop # 260. He talked to them about the different careers in radio.
17	Station Tour	On May 28, 2014 a KQKS Promotions Assistant conducted a station tour for students from Metro State University. She talked to them about the different careers in radio.
18	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	On July 8, 2014, the Lincoln Financial Media Production Director was a guest speaker at Colorado Media School. He spoke about his journey from student to intern to employee in the broadcast industry and spoke about his promotion from Promotions Assistant to Production Director at Lincoln Financial Media.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
19	Participation in Job Fair	On August 19, 2014, the Employment Unit participated in the Denver Career Fair. The Employment Unit's Human Resource Director and Promotions Assistant provided information on opportunities in broadcasting and current job opportunities to attendees.
20	Participation in Job Fair	From October 20 through October 24, 2014, the Employment Unit participated in the Broadcasters Virtual Job Fair sponsored by the Colorado Broadcasters Association. The Employment Unit's Human Resource Director provided information on opportunities in broadcasting and current job opportunities with attendees.
21	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	The KKFN Assistant Program Director was an instructor at Colorado Media School in November 2014. All aspects of the radio industry were discussed including careers that are available. Classes focused on the skills necessary to be successful in radio were taught.
22	Station Tour	On November 1, 2014 Lincoln Financial Media's Director of Engineering conducted a station tour for Cub Scouts Troop # 999. She talked to them about the different careers in radio.
23	Internship Program	KKFN Promotions had college interns during the reporting period. Interns assisted with various on-site promotions, and their responsibilities included packing gift bags, maintaining the appearance of station vehicles, taking photos for the website and scheduling contests. They also assisted with copy writing, production and website maintenance. Interns earned academic credit hours for their work. Twelve students participated in this program during the annual reporting period. One intern was hired as a part time employee.
24	Internship Program	The KQKS Promotions Department had interns during the reporting period. The interns earned academic credit hours, trained in all aspects of promotions such as concert and event set-up and contest scheduling. Two students participated in this program during the annual reporting period

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25	Internship Program	The KQKS Programming Department had interns during the reporting period. The interns earned academic credit hours, trained in prize coordination, digital editing techniques, and call screening. Two students participated in this program during the annual reporting period.
26	Internship Program	The KYGO Promotions Department had interns during the reporting period. The interns earned academic credit hours, trained in all aspects of promotions such as concert and event set-up and contest scheduling. Two students participated in this program during the annual reporting period.
27	Internship Program	The KKFN Programming Department had interns during the reporting period. The interns earned academic credit hours, trained in prize coordination, digital editing techniques, and call screening. Fourteen students participated in this program during the annual reporting period. Two interns were hired as part time employees.
28	Other Programs Designed to Promote Outreach Generally	Throughout the reporting period, all of the stations in the Employment Unit used available inventory to broadcast a 30-second on-air EEO recruitment alert.
29	Participation in Scholarship Program	The Employment Unit's General Manager is Director of the Colorado Broadcasters 2013-2014 education committee to coordinate scholarship funds for four-year, vocational and continuing education scholarships. He helped solicit member colleges/universities, training schools and member stations for scholarship applications, and select recipients for scholarships.
30	Participation in Programs Sponsored by Community Groups	An Account Executive in the Employment Unit mentors a youth from Denver Kids Inc., which helps Denver Public School students who face personal challenges of higher risk environments explore career options, including those in the broadcasting industry.