



FOUR CORNERS BROADCASTING^{LLC}

KIQX ♦ KIUP ♦ KKDC ♦ KRSJ

101.3FM

930AM

93.3 FM

100.5FM

Federal Communications Commission
EEO Staff, Policy Division, Media Bureau
445 12th Street SW
Washington, DC 20554

Subject: EEO audit report for KIUP-AM & KRSJ-FM Durango, Colorado

KIUP and KRSJ (stations) are part of the Four Corners Broadcasting LLC (FCB) group located in Durango, Colorado. All employees in this group are hired and perform duties for all three station located in Durango. Job openings listed in the EEO reports for the years covered here (2012-2013) were posted for all stations. FCB employed an average of 16 full time and 4 part time employees during this period.

FCB has no brokerage agreements.

Section 3

A- Copies of the 2012-2013 EEO repots are attached.

The stations do not have their own individual websites. The are included on the FCB site (www.radiodurango.com) . The 2013 EEO report is included under the EMPLOYMENT tab.

B- For the sales position in 2012 & 2013:

A spreadsheet is attached to this report that summarizes ads placed in the Durango Herald. Those that were run as classified ads are highlighted in yellow. FCB has a long running relationship with the paper. We do not invoice for individual campaigns. They are kept by each side and make use of a statement sent to the respective bookkeeping departments on a quarterly basis. The attached is a summery is for the reporting periods. We have requested individual invoicing from now on.

For all positions. On air announcements.

Attached are the scripts used to announce openings for FCB during the period. These scripts were placed in all studios and used by the announcers to fill our station promotions slot every hour. They are rotated along with website promotion, on air contesting, and other station information. During the opening periods these are given top priority. We have implemented an actual order process for all future openings so that an invoice type of document will be generated.

The acknowledgment from the SBE (Society of Broadcast Engineers) for the position in 2012 is attached. This generated 20 resumes from all across the country. The position was not filled by the end of 2012 and as the report indicates we had 13 applicants at that time. The position was filled by a contract engineer.

The acknowledgement from the CBA (Colorado Broadcaster Association) for their virtual job fair is attached. We received no viable applications from this source.

Other sources:

The CBA, All Access, Fort Lewis College and Ohio School of Broadcasting are websites that have entry portals that allow one to post openings. There are no acknowledgments from these sites other that to confirm the posting by looking at the site. We have implanted a policy of taking a download of the posted material for our files.

C-Interviewees:

For the account representative position in 2012:

A total of eight interviews were held. Four males four females.

Two were a result of ads run on our stations. The remaining 6 were from classified ads in the Durango Herald. Te position was filled by one male and one female. The male declined to start.

For the account representative position in 2013:

A total of 13 interviews were held. Six males and seven females.

6 were a result of ads on our stations. One was from the Colorado Broadcasters Association website, and the remaining 6 were from Classified ads in the Durango Herald.

For the positions of announcers in 2012 and 2013:

All four positions were filled from our relationship with Fort Lewis College

D-As indicated on the EEO reports FCB has for it's market size exceeded the required two outreach initiatives.

1-We have a strong relationship with the local college (Fort Lewis) and their communication department. Fort Lewis operates the volunteer radio station KDUR-FM. FCB has hired numerous students over the years and in the past two years has hired one full time and one part time on air personnel.

Our Business manger is an graduate and returns every year to address classes and consul students as to local and other possibilities for employment in broadcasting.

2- For the last 17 years, FCB has donated a full day (8am-6pm) of airtime for the United Way of Southwest Colorado Radiothon. During this event it is our goal to educate the listeners and non-profit organizations about how using radio can serve the public and help grow their community involvement.

3- We participated in the Colorado Broadcasters Association's virtual job fair the week of November 26,2012 in search for account executives and engineer positions.

4- We participated in the inaugural job fair hosted by the local newspaper (The Durango Herald) September 26, 2012. We distributed applications and displayed a power point presentation that included information about the company and broadcast opportunities.

5- We offer the two local high schools an opportunity to host a weekly program to discuss non athletic events and programs the schools offer produced by students. This has had mixed results owing to the schools teacher staffing and interest.

E-Complaints

FCB and the stations have no complaints for any of the stated reasons. There are no complaints of any kind pending or issued against FCB or the stations.

F- The direction and implementation of the EEO policy for the stations is directed by the Regional Manager. Each department head, (Business, Sales, and Programming) are responsible for educating their staff on issues that may be of concern or interest. Each employee is required to read and sign the employee manual that explains our policies in detail. If they require further explanation we have management and legal counsel available.

G-Review of policies

We had our employee manual and our procedures reviewed in 2011 by legal counsel. At that time no issues were raised.

H- Once hired, all new personnel are required to read and sign the employment manual. This manual and the initial meetings with department heads and the regional manager outlines the process for any discrimination concerns with regard to EEO, harassment and any other employment concerns. They are informed about whom to discuss opportunities for advancement within FCB at regular staff meetings and in their individual reviews. All new hires are placed on a, two way, ninety day review. In the event either party is not

working to their satisfaction, the employment may terminated. After the ninety day period has elapsed, all employees are reviewed at least once per year.

I– FCB is not a religious broadcaster.

Section 4

FCB has no time brokerage agreement in place.

Attest to and submitted by,

**Ward S. Holmes
Regional Manager
Four Corners Broadcasting LLC**