

**KBCO, KDFD, KHOW, KOA, KPTT, KRFX, KTCL, KWBL****EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 2020****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1-14, 16-17, 19-27	10
News Anchor	1-9, 11-12, 15-16, 19-27	15
Account Executive	1-12, 16, 18-20, 23-27	18
Account Executive	1-12, 16, 18-20, 23-27	10
Senior Account Executive	1-9, 11-12, 16, 18-19, 23-27	18

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Career Services at The Metropolitan State College of Denver Campus Box 68 PO Bos 17362 Denver, Colorado 80217 Phone : 303-556-3664 Url : <a href="http://www.mscd.edu/~career/">http://www.mscd.edu/~career/</a> Email : C2Hub@msudenver.edu Brenda Sabo	Y	0
2	Colorado Association for Black Journalists P.O. Box 48192 Denver , Colorado 80204 Phone : 303.507.6577 Url : <a href="http://www.cabj-denver.org">http://www.cabj-denver.org</a> Email : denverscabj@gmail.com Celeste Jackson	N	0
3	Colorado Center for Broadcasting 1310 Wadsworth Lakewood, Colorado 80214 Phone : 303-937-7070 Url : <a href="http://www.beonair.com/denver">www.beonair.com/denver</a> Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd	Y	0
4	Colorado State University- Ft. Collins 711 Oval Drive Ammons Hall Ft. Collins, Colorado 80523 Phone : 970-491-5707 Url : <a href="http://www.career.colostate.edu/">http://www.career.colostate.edu/</a> Diane Kull Manual Posting	N	0
5	Colorado State University- Pueblo 2200 Bonorte Blvd Pueblo, Colorado 81001 Phone : 719-549-2980 Url : <a href="http://www.colostate-pueblo.edu/CareerCenter/Pages">http://www.colostate-pueblo.edu/CareerCenter/Pages</a> Email : CareerCenter@csupueblo.edu Fax : 1-719-549-2289 Ammons Hall	N	0

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6	Colorado State University-Denver 110 16th Street Denver, Colorado 80202 Phone : 303-772-5185 Url : <a href="http://www.learn.colostate.edu/">http://www.learn.colostate.edu/</a> Catherine Sees Manual Posting	N	0
7	Denver Hispanic Chamber of Commerce, Inc 924 W Colfax Ave Denver, Colorado 80204 Phone : 303-534-7783 Url : <a href="http://www.dhcc.com/">http://www.dhcc.com/</a> Email : <a href="mailto:info@hispanicchamberdenver.org">info@hispanicchamberdenver.org</a> Fax : 1-303-595-8977 Career Postings	N	0
8	DeVry University 1870 W. 122nd Avenue Westminster, Colorado 80030 Phone : 303-280-7651 Url : <a href="http://www.devry.edu/career-services/career-service">http://www.devry.edu/career-services/career-service</a> Email : <a href="mailto:pjago@devry.edu">pjago@devry.edu</a> Patty Jago	N	0
9	Emily Griffith Opportunity School 1250 Welton Street Denver, Colorado 80204 Phone : 720-423-4775 Url : <a href="http://www.egos-school.com/site/public/CareerCenter">http://www.egos-school.com/site/public/CareerCenter</a> Email : <a href="mailto:jason.bynum@emilygriffith.edu">jason.bynum@emilygriffith.edu</a> Jason Bynum	Y	0
10	Employee Referral	N	2
11	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0

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12	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
13	Indeed.com - Not Directly Contacted by SEU	N	1
14	Internal Posting	N	1
15	Internal Transfer/Promotion	N	1
16	Johnston & Wales University 7150 Montview Blvd Denver, Colorado 80220 Phone : 303-256-9300 Url : <a href="http://www.jwu.edu/denver">www.jwu.edu/denver</a> Email : <a href="mailto:eileen.walsh@jwu.edu">eileen.walsh@jwu.edu</a> Fax : 1-303-256-9381 Eileen Walsh	N	0
17	Lamar Community College 2401 South Main Lamar, Colorado 81052 Phone : 719-336-1537 Url : <a href="http://www.lamarcc.edu/student/learning_index.html">http://www.lamarcc.edu/student/learning_index.html</a> Email : <a href="mailto:learning.support@lamarcc.edu">learning.support@lamarcc.edu</a> Ket Winsor	N	0
18	LinkedIn-Not directly contacted by SEU	N	7
19	Mesa State College 1100 North Avenue Grand Junction, Colorado 81501 Phone : 9702481404 Url : <a href="http://www.mesastate.edu/advising/index.html">www.mesastate.edu/advising/index.html</a> Career Services Manual Posting  Prong 2 Ended Date: 10/15/2020	N	0

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20	Mi Casa Resource Center for Women 3025 W 37 Ave Denver, Colorado Phone : 303-573-1302 Url : <a href="http://www.micasadenver.org/">www.micasadenver.org/</a> Email : <a href="mailto:info@MiCasaResourceCenter.org">info@MiCasaResourceCenter.org</a> Fax : 1-303-595-0422 Job Announcement Board	N	0
21	National American University 1325 S.Colorado Blvd Suite 100 Denver, Colorado 80222 Phone : 303-876-7100 Url : <a href="http://services.national.edu/career_services/">http://services.national.edu/career_services/</a> Email : <a href="mailto:denadmissions@national.edu">denadmissions@national.edu</a> Fax : 1-303-876-7105 Kim Larson	N	0
22	Pikes Peak Community College 5675 S. Academy Blvd Colorado Springs, Colorado 80906 Phone : 719- 502-3232 Email : <a href="mailto:career@ppcc.edu">career@ppcc.edu</a> Career Center job posting announcements	N	0
23	University of Colorado - Denver Career Center Campus Box 138, PO Box 173364 Denver, Colorado 80217 Phone : 303-492-4133 Url : <a href="http://thunder1.cudenver.edu/careercenter/CC/emplo">http://thunder1.cudenver.edu/careercenter/CC/emplo</a> Email : <a href="mailto:CareerCenter@ucdenver.edu">CareerCenter@ucdenver.edu</a> Career Services	Y	0
24	University of Colorado at Colorado Springs 1420 Austin Bluffs Parkway P.O. Box 7150 Colorado Springs, Colorado 80918 Phone : 719-255-3475 Url : <a href="http://www.uccs.edu/~career/">http://www.uccs.edu/~career/</a> Email : <a href="mailto:bkratzer@uccs.edu">bkratzer@uccs.edu</a> Bev Kratzer	Y	0

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25	University of Denver Driscoll Center South #46, 2050 E Evans Denver, Colorado Phone : 303-871-2150 Url : <a href="http://www.du.edu/studentlife/career/employers/emp">http://www.du.edu/studentlife/career/employers/emp</a> Email : <a href="mailto:julia.Nelson@du.edu">julia.Nelson@du.edu</a> Fax : 1-303-871-4335 Julia Nelson	Y	0
26	University of North Colorado Campus Box 58 Greely, Colorado 80639 Phone : 970-351-2127 Url : <a href="http://www.unco.edu/careers/aboutus/index.html">http://www.unco.edu/careers/aboutus/index.html</a> Email : <a href="mailto:career.services@unco.edu">career.services@unco.edu</a> Tony Smith	Y	0
27	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>12</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/18/2020	Provision of training to management	In October 2020, one of our managers took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Market president
2	11/5/2020	Hosting of Job Fair	Our SEU hosted an on Air/online Job Fair, using our on Air talent to inform listeners of incredible opportunities at iHeartMedia and encouraging them to go to <a href="http://iheartmediacareers.com">iheartmediacareers.com</a> to apply.	4	On air talent VPS VPS VPS