

**KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG**  
**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>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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**III. RECRUITMENT INITIATIVES**

	<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	1/1/2020	Establishment of a mentoring program	During the reporting period, our SEU's Program Director/Morning Producer mentored and cross-trained our SEU's Promotions Assistant on on-air broadcasting skills, including programming techniques and on-air announcing skills. The program included weekly in-person meetings, instructional sessions, and "shadow" days. It was focused on maximizing the Promotions Assistant's career potential by providing cross-training on new on-air skillsets. As a result of the program, the Promotions Assistant transitioned to a position in our programming department.	2	Program Director/Morning Producer Promotions Assistant
2	2/7/2020	Participation in events sponsored by community groups	On February 7, 2020, our SEU's on-air talent spoke at a career day event hosted by the Women's Foundation of Colorado in Fort Collins, Colorado. During the event, our on-air talent spoke with attendees about career opportunities in broadcasting and discussed her own career path within the industry generally.	1	On-Air-Talent
3	5/18/2020	Participation in Job Fairs	Our SEU participated in the Wyoming Broadcaster's Virtual Job Fair. During the fair, station participants discussed careers in broadcasting with attendees, accepted resumes online, and discussed internship and employment opportunities at iHeartMedia.	1	Account Executive
4	10/20/2020	Provision of training to management	In October 2020, our SEU's Market President took the Valuing Diversity 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

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5	11/11/2020	Participation in events or programs sponsored by educational institutions	During the reporting period, our SEU's Promotions Director served on the advisory board for the Colorado Media School, providing advice to staff and students about the skills needed to succeed in broadcasting and offering insight into what broadcasters are looking for when making hiring decisions.	1	Director