

KCOL, KIIIX, KOLT-FM, KPAW, KSME, KXBG, KYWY
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

I. VACANCY LIST

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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|---------------------|--|-----------------------|
| Promotions Director | 4-5, 7, 9, 11 | 7 |
| Sales | 1-3, 6, 8-12 | 3 |

KCOL, KIX, KOLT-FM, KPAW, KSME, KXBG, KYWY**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****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 | Asian-Pacific American Student Services 212 Lory Student Center, CSU Fort Collins, Colorado 80523 Phone : 970-491-6154 Email : debra.patel@colostate.edu Debra Patel | Y | 0 |
| 2 | Black Student Center 204 Lory Student Center, CSU Fort Collins, Colorado 80524 Phone : 970-491-5781 Email : baacc_email@mail.colostate.edu Bridgette Johnson | N | 0 |
| 3 | Consultant Referral | N | 1 |
| 4 | Current Employee | N | 1 |
| 5 | DirectEmployers.org 9002 N Purdue Rd Ste 100 Indianapolis, Indiana 46268 Tom Eckhart Manual Posting | N | 0 |
| 6 | El Centro Student Services 178 Lory Student Center, CSU Fort Collins, Colorado 80524 Phone : 970-491-5722 Email : guadalupe.salazar@colostate.edu Lupe Salazar | N | 0 |
| 7 | Employee Referral | N | 3 |
| 8 | iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting | N | 0 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|---|--|---|
| 9 | iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting | N | 6 |
| 10 | Native American Student Services 218 Lory Student Center, CSU Fort Collins, Colorado 80524 Phone : 970-491-1332 Email : tyrone.smith@colostate.edu Tyrone Smith | Y | 0 |
| 11 | Walk In | N | 3 |
| 12 | Word of Mouth Referral | N | 2 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 16 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|--|
| 1 | 1/1/2016 | Establishment of a mentoring program | During this reporting period, our SEU's Sales Assistant was mentored by our SEU's Traffic Director as well as our Sales and Market Managers to obtain the education, guidance and skills necessary to become eligible for a promotion to Traffic Assistant. The mentee met with the Traffic Director and Sales Manager on a weekly basis to learn how to manage inventory, schedule orders and commercial copy and prepare commercial logs. | 4 | Sales Assistant Traffic Director Sales Manager Market Manager |
| 2 | 1/28/2016 | Participation in events or programs sponsored by educational institutions | Members of a Radio and Television class (RTV-201) from Aims Community College toured our facilities lead by one of our On-Air Personalities, during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting. | 1 | On-Air Personality |
| 3 | 2/1/2016 | Participation in Job Fairs | Between February 1st and 5th, 2016, our SEU participated in a virtual job fair conducted by the Colorado Broadcasters Association, throughout which applications and resumes of individuals looking for a job in radio sales were monitored by our Market Controller. | 1 | Market Controller |
| 4 | 5/9/2016 | Participation in Job Fairs | Between May 9th and 11th, 2016, our SEU participated in a virtual job fair conducted by the Colorado Broadcasters Association, throughout which applications and resumes of individuals looking for a job in radio sales were monitored by our Promotions Director. | 1 | Promotions Director |
| 5 | 10/11/2016 | Participation in events or programs sponsored by educational institutions | Members of a Radio and Television class (RTV-101) from Aims Community College toured our facilities lead by one of our On-Air Personalities, during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting. | 1 | On-Air Personality |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|--------------------------|
| 6 | 11/15/2016 | Participation in events or programs sponsored by educational institutions | A group of journalism students from Colorado State University with a special interest in radio broadcasting toured our facilities lead by one of our Production Directors, during which they talked about how radio stations operate and the opportunities available for a future | 1 | Promotions Director |