

KBCO, KBPI, KDSP, KHOW, KOA, KPTT, KRFX, KTCL**EEO PUBLIC FILE REPORT****December 3, 2016 - November 30, 2017****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Sales Account Executive	1, 3-5, 8-11, 13-18, 20-23, 25, 27, 29-30, 32, 34	13
Outside Sales Account Executive	1, 3-5, 8-11, 13-18, 20-23, 25, 27, 29-30, 32, 34	11
Outside Sales Account Executive	1, 3-5, 8-11, 13-18, 20-23, 25, 27, 29-30, 32, 34	11
Sales & Marketing Coordinator	1-3, 5, 7-11, 13-23, 25-32	26
Outside Account Executive	1-3, 5, 7-11, 13-14, 16-18, 20-23, 25, 27-32	11
Outside Account Executive	1-3, 5, 7-11, 13-14, 16-18, 20-23, 25, 27-32	11
Outside Account Executive	1-3, 5, 7-11, 13-14, 16-18, 20-23, 25, 27-33	11
On Air Talent - KBCO	12	12
Director of Sponsor/Events	1, 3, 5, 7-11, 13-18, 20-23, 25, 27-32	11
Associate Account Executive	1, 3, 5-11, 13-14, 16-18, 20-25, 27-32	11
Admin	1, 3, 5-11, 13-14, 16-18, 20-23, 25, 27-32	11
Admin	1, 3, 5-11, 13-14, 16-18, 20-25, 27-32	13
Admin	1, 3, 5-11, 13-14, 16-18, 20-25, 27-32	24
Project Manager	1, 3, 5-11, 13-14, 16-18, 20-23, 25, 27-32	11
KOA Denver Broncos Color Analyst	1, 3, 5-11, 13-14, 16-18, 20, 22-23, 25, 27-32	11
On Air Host	1, 3, 5-11, 13-14, 17-18, 20-23, 25, 27-28, 30-32	11
On Air Talent	3, 5-11, 13-14, 17-18, 20-23, 25, 27-28, 30-32	11
On Air Talent 1	1, 3, 5-11, 13-14, 17-18, 20-23, 25, 27-28, 30-32	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American GI Forum-Mountain States Business Chapter 2660 S. Linley Ct. Denver, Colorado 80219 Phone : 303.934.3433 Email : johnpadilla@comcast.net Fax : 1-303-934-8374 Joe Padilla	N	0
2	Career Services at The Metropolitan State College of Denver Campus Box 68 PO Bos 17362 Denver, Colorado 80217 Phone : 303-556-3664 Url : http://www.mscd.edu/~career/ Brenda Sabo Manual Posting	Y	0
3	Colorado Association for Black Journalists P.O. Box 48192 Denver , Colorado 80204 Phone : 303.507.6577 Url : http://www.cabj-denver.org Email : denverscabj@gmail.com Celeste Jackson	N	0
4	Colorado State University- Ft. Collins 711 Oval Drive Ammons Hall Ft. Collins, Colorado 80523 Phone : 970-491-5707 Url : http://www.career.colostate.edu/ Diane Kull Manual Posting	N	0
5	Colorado State University- Pueblo 2200 Bonorte Blvd Pueblo, Colorado 81001 Phone : 719-549-2980 Url : http://www.colostate-pueblo.edu/CareerCenter/Pages Email : CareerCenter@csupueblo.edu Fax : 1-719-549-2289 Ammons Hall	N	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
6	Denver Hispanic Chamber of Commerce, Inc 924 W Colfax Ave Denver, Colorado 80204 Phone : 303-534-7783 Url : http://www.dhcc.com/ Email : info@hispanicchamberdenver.org Fax : 1-303-595-8977 Career Postings	N	0
7	Denver Indian Center Inc. 4407 Morrison Road Denver, Colorado 80219 Phone : 303- 936-2688 ext117 Url : http://www.denverindiancenter.org/ Email : pat@denverindiancenter.org Fax : 1-303-936-2699 Pat Voyles	N	0
8	DeVry University 1870 W. 122nd Avenue Westminster, Colorado 80030 Phone : 303-280-7651 Url : http://www.devry.edu/career-services/career-servic Email : pjago@devry.edu Patty Jago	N	0
9	directemployers.org(assc distbutng job pstgs to state wrkfr agncs & diversity-oriented job boards 9002 N Purdue Rd Ste 100 Indianapolis, Indiana 3178749000 Phone : 0000000000 Url : www.directedemployers.org Heather Hoffman Manual Posting	N	0
10	Emily Griffith Opportunity School 1250 Welton Street Denver, Colorado 80204 Phone : 720-423-4775 Url : http://www.egos-school.com/site/public/CareerCente Email : jacob.vigil@emilygriffith.edu Jacob Vigil	Y	0
11	Employee Referral	N	20
12	Exigent Circumstances	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
13	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	9
14	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	0
15	Indeed.com	N	4
16	ITT Technical Institute 500 E 84th Ave Thornton, Colorado Phone : 303-695-6317 Url : http://www.itt-tech.edu/campus/school.cfm?lloc_num Email : smerna@itt-tech.edu Susan Merna Aldapa	N	0
17	Johnston & Wales University 7150 Montview Blvd Denver, Colorado 80220 Phone : 303-256-9300 Url : www.jwu.edu/denver Email : eileen.walsh@jwu.edu Fax : 1-303-256-9381 Eileen Walsh	N	0
18	Lamar Community College 2401 South Main Lamar, Colorado 81052 Phone : 719-336-1537 Url : http://www.lamarcc.edu/student/learning_index.html Email : learning.support@lamarcc.edu Ket Winsor	N	0
19	Linked In	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
20	Mesa State College 1100 North Avenue Grand Junction, Colorado 81501 Phone : 9702481404 Url : www.mesastate.edu/advising/index.html Career Services Manual Posting	Y	0
21	Mi Casa Resource Center for Women 3025 W 37 Ave Denver, Colorado Phone : 303-573-1302 Url : www.micasadenver.org/ Email : info@MiCasaResourceCenter.org Fax : 1-303-595-0422 Job Announcement Board	N	0
22	Morgan Community College 920 Barlow Road Ft. Morgan, Colorado 80701 Phone : 970-542-3157 x 3157 Url : www.morgancc.edu/students/guidance-a-placement/car Email : dan.marler@morgancc.edu Dan Marler	N	0
23	National American University 1325 S.Colorado Blvd Suite 100 Denver, Colorado 80222 Phone : 303-876-7100 Url : http://services.national.edu/career_services/ Email : denadmissions@national.edu Fax : 1-303-876-7105 Kim Larson	N	0
24	Not Available	N	2
25	Ohio Center for Broadcasting 1310 Wadsworth Lakewood, Colorado 80214 Phone : 303-937-7070 Url : www.beonair.com/denver Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd	Y	0
26	Other Source	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
27	Pikes Peak Community College 5675 S. Academy Blvd Colorado Springs, Colorado 80906 Phone : 719- 502-3232 Email : career@ppcc.edu Career Center job posting announcements	N	0
28	Red Rocks Community College 13300 W 6th Ave Box 10 Lakewood, Colorado 80228 Phone : 303-914-6258 Url : http://www.rrcc.edu/jobwatch/ Email : student.employment@rrcc.edu Fax : 1-303-988-6191 Nancy Carlson	N	0
29	University of Colorado - Denver Career Center Campus Box 138, PO Box 173364 Denver, Colorado 80217 Phone : 303-492-4133 Url : http://thunder1.cudenver.edu/careercenter/CC/emplo Suzanne Shotts Manual Posting	Y	0
30	University of Colorado at Colorado Springs 1420 Austin Bluffs Parkway P.O. Box 7150 Colorado Springs, Colorado 80918 Phone : 719-255-3475 Url : http://www.uccs.edu/~career/ Email : bkratzer@uccs.edu Bev Kratzer	Y	0
31	University of Denver Driscoll Center South #46, 2050 E Evans Denver, Colorado Phone : 303-871-2150 Url : http://www.du.edu/studentlife/career/employers/emp Email : julia.Nelson@du.edu Fax : 1-303-871-4335 Julia Nelson	Y	0
32	University of North Colorado Campus Box 58 Greely, Colorado 80639 Phone : 970-351-2127 Url : http://www.unco.edu/careers/aboutus/index.html Tony Smith Manual Posting	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
33	Walk In/Self-Referral	N	1
34	Word of Mouth Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

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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	4/3/2017	Establishment of an intern program designed to assist members of the community	<p>Internship to give an intern exposure to a broad range of media/radio broad range of disciplines.</p> <p>Responsibilities</p> <ul style="list-style-type: none"> • Rotates through various radio functions or focuses on one specific area, e.g., sales, programming, events, etc. • Conducts research & analysis. • Assists in general office tasks. • Prepares & delivers reports as required. • Learns job processes/requirements in assigned functions. • Serves as an apprentice in assigned function. • May work with other interns on projects. • Assists in developing and broadening interest in iHeartMedia. 	1	On Air Talent Producer
2	6/7/2017	Establishment of a mentoring program	<p>Clear path to Sr. AE Training!</p> <p>On the job learning with Sr. AE's and cool accounts</p> <p>Managing 15 active accounts</p> <p>Min or 2 touches per week with Active account</p> <p>1 service related (copy, tix, etc.) or relevant biz article sent (trade, IHM, industry)</p> <p>1 opportunity created</p> <p>Monthly recap of performance to active Advertisers</p> <p>Proposal building</p> <p>Account mapping</p> <p>Execution roadmap on active account needs</p> <p>5 targets with full brief (created by Greg B) to be rolled to VPS' each week to be distributed to Sr. AE's</p>	2	Director of Account Services Sales Coach