

KCCY, KCCY-FM, KCSJ, KDZA-FM, KIBT, KKLI, KPHT, KVUU**EEO PUBLIC FILE REPORT****December 1, 2016 - November 30, 2017****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
Account Executive	1-7, 9, 12-14, 16-23, 25, 27-28	17
Account Executive	1-7, 9, 12-14, 16-23, 25, 27-28	16
Jr. Account Executive	1, 3-5, 7-12, 14-15, 18-22, 24-28	15
Jr. Account Executive	1, 3-5, 7-12, 14-15, 18-22, 24-28	11

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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	American Broadcasting School 712 N Watson Rd Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	Y	0
2	Colo Assoc of Black Journalists PO Box 48192 Denver, Colorado 80204 Email : amani.ali@hotmail.com Amani Ali	Y	0
3	Colorado College 14 E CacheLaPoudre Colo Spgs, Colorado 80903 Phone : 719-389-6893 Email : careercenter@coloradocollege.edu Gretchen Wardell	Y	0
4	Colorado State University 711 Oval Dr Ft. Collins, Colorado 80523 Phone : 970-491-1756 Email : jobposting@colostate.edu Diane Hellbusch	Y	0
5	Colorado State University - Pueblo 2200 Bonforte Blvd Pueblo, CO, Colorado Phone : 719-549-2100 Email : sam.lovato@csupueblo.edu Sam Lovato	Y	0
6	Colorado State University-Pueblo 2200 Bonforte Blvd Pueblo, Colorado 81001 Phone : 719-549-2980 Email : careercenter@csupueblo.edu Michelle Gjerde	Y	0
7	Community Outreach 805 S Tejon St Colo Spgs, Colorado 80903 Phone : 719-578-1227 Email : kcowan@communityoutreachcos.com Karin Cowan	Y	0
8	Current Employee - Transfer/Promotion	N	1

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9	Devry University 1870 W. 122nd Avenue Westminster, Colorado 80234 Phone : 303-280-7652 Email : coloradojobleads@devry.edu Tanya Terrell	Y	0
10	Discover Goodwill Southern & Western Colorado 1675 Garden of the Gods Road Colorado Springs, Colorado 80907 Phone : 7194445693 Email : emilydixon@elpasoco.com Emily Dixon	Y	0
11	Former Employee	N	1
12	Goods Entertainment/Voice Hunter Colorado Url : www.goodsentertainment.com Email : adam@goodsentertainment.com Adam Goodman	Y	0
13	Job posting on internet	N	3
14	LULAC Educational Service Center 829 N Circle Dr Colo Spgs, Colorado 80909 Phone : 719-637-0037 Email : LNESCSG@aol.com Career Services	Y	0
15	Non-Employee Referral	N	1
16	On Air Recruitment Ad	N	7
17	On-Air Announcement (One or More SEU Stations)	N	3
18	Pikes Peak Community College 5675 S Academy Colo Spgs, Colorado 80906 Phone : 719-502-3128 Email : sharon.hogg@ppcc.edu Sharon Hogg	Y	0
19	Pikes Peak Workforce 1675 W. Garden of the Gods Colorado Springs, Colorado 80907 Phone : 719-667-3737 Email : tracimarques@elpasoco.com Traci Marques	Y	0

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20	Pueblo Community College 900 West Orman Pueblo, Colorado 81004 Phone : 719-549-3036 Email : Ruth.White@pueblocc.edu Ruth White	Y	0
21	Pueblo Latino Chamber of Commerce 1004 W. Abriendo Pueblo, Colorado 81003 Phone : 719-542-5513 Url : pueblolatinochamber.com Email : office@pueblolatinochamber.com Roxanne Gonzales	Y	0
22	Pueblo Work Force Center 212 W. 3rd Street Pueblo, Colorado 81003 Phone : 719-562-3744 Url : puebloworkforcecenter.com Email : mark.valdez@state.co.us Mark Valdez	Y	0
23	Radio Recruitment Ad	N	1
24	Society of Broadcast Engineers 2519 Parkwest Drive N.W. Albuquerque, New Mexico 87120 Phone : 317-846-9000 Email : jporay@sbe.org John Poray	N	0
25	Univ of Colo at Colo Spgs PO Box 7150 Colorado Springs, Colorado 80918 Phone : 719-255-3745 Email : jobhelp@uccs.edu Bev Kratzer	Y	0
26	University of Colorado Colorado Springs 1420 Austin Bluffs Parkway Dwire Hall 301 Colorado Springs, Colorado 80918 Phone : 7192554700 Email : mstidd@uccs.edu Meghan Stidd	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
27	Women's Resource Agency, Inc 750 Citadel Dr. East #3128 Colorado Springs, Colorado 80909 Phone : 719-471-3170 Email : reception@wrainc.org Beth Roalstad	Y	0
28	YWCA 801 N. Santa Fe Ave Pueblo, Colorado 81004 Phone : 719-542-6904 Url : http://www.ywca.org/site/pp.asp?c=diJOJ6OWF&b=6719 Email : megan@ywcapueblo.com Megan McClure	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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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	1/30/2017	Participation in Job Fairs	In January/February 2017, our SEU participated 2 in the Colorado Broadcasters Association Virtual Job Fair. The fair lasted for a week. Our SEU ran advertisements on-air to publicize different job opportunities, directing potential applicants to apply online through a designated web portal.	3	Executive Admin VP Sales Promotions Director
2	2/22/2017	Co Sponsoring Job Fair	On February 22, 2017, our SEU co-sponsored the Career & Education Fair. Our SEU partnered with the Colorado Springs Gazette, Monster.com and Springsjobs.com to plan and organize the fair. Our SEU helped recruit employer participants for the fair, advertised the event on-air, and coordinated event logistics. At the fair, our SEU also set up a booth to collect resumes and talk to candidates about job openings. SEU participants included our Vice President of Sales and Promotions Director.	4	Exec Admin Business Mgr Promotions Director VP Sales
3	3/13/2017	Participation in Job Fairs	On March 13, 2017, our SEU participated in the Coast to Coast Career Fair, hosted at the Clarion Hotel. At the fair, our SEU set up a booth to collect resumes and talk to candidates about job openings. SEU participants included our Business Manager and EEO Coordinator.	2	Business Manager Exec Admin/EEO Coord
4	3/20/2017	Participation in other activities designed by the station employment unit	On Monday, May 20, 2017, station SEU hosted a group of eight students from the Colorado School for the Deaf and Blind in our offices. Students had two hours of Q&A time with employees from 3 separate departments and participated in hands-on activities to further their understanding about employment in the broadcast industry.	9	SVP Programming Business Manager On-Air Talent Account Executive

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	5/8/2017	Participation in Job Fairs	In May 2017, our SEU participated in the Colorado Broadcasters Virtual job fair. The fair lasted for a week. Our SEU ran advertisements on-air to publicize different job opportunities, directing potential applicants to apply online through a designated web portal.	3	VP Sales Business Manager Executive Admin