

KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL**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 |
|----------------------------------|--|-------------------------------|
| 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 |

Date correction, report revised on February 5, 2018.

KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL**EEO PUBLIC FILE REPORT****December 1, 2016 - November 30, 2017****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 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 |

KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL**EEO PUBLIC FILE REPORT**

December 1, 2016 - November 30, 2017

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 |
|------------------|---|--|---|
| 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 wrkfrc 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 |

KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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 |
|-----------|--|---|--|
| 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 |

KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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 |
|-----------|---|---|--|
| 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 |

KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL**EEO PUBLIC FILE REPORT****December 1, 2016 - November 30, 2017****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 |
|------------------|---|--|---|
| 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 |

KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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 |
|--|------------------------|--|---|
| 33 | Walk In/Self-Referral | N | 1 |
| 34 | Word of Mouth Referral | N | 2 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 41 |

KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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 |

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 |

KCCY, KCCY-FM, KCSJ, KDZA-FM, KIBT, KKLI, KPHT, KVUU

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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 |

KCCY, KCCY-FM, KCSJ, KDZA-FM, KIBT, KKLI, KPHT, KVUU

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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 |
|-----------|---|---|--|
| 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 |

KCCY, KCCY-FM, KCSJ, KDZA-FM, KIBT, KKLI, KPHT, KVUU

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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 |
|-----------|--|---|--|
| 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 |

KCCY, KCCY-FM, KCSJ, KDZA-FM, KIBT, KKLI, KPHT, KVUU

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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 |
|--|--|--|---|
| 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 |

KCCY, KCCY-FM, KCSJ, KDZA-FM, KIBT, KKLI, KPHT, KVUU

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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 |

KCCY, KCCY-FM, KCSJ, KDZA-FM, KIBT, KKLI, KPHT, KVUU

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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 |

KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG**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 |
|-------------------|--|-------------------------------|
| Sales | 1-3, 5-8, 11-14 | 6 |
| Financial Analyst | 1-2, 4-5, 7-11 | 9 |

KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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 | DirectEmployers.org 9002 N Purdue Rd Ste 100 Indianapolis, Indiana 46268 Tom Eckhart Manual Posting | N | 0 |
| 5 | 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 |
| 6 | Employee Referral | N | 1 |
| 7 | 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 | 2 |
| 8 | 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 | 1 |
| 9 | Indeed.com | N | 1 |

KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG**EEO PUBLIC FILE REPORT****December 1, 2016 - November 30, 2017****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 |
|--|--|--|---|
| 10 | Marcus Garvey Center 928 20th Street Campus Box 41 Greeley, Colorado 80639 Phone : 970-351-2351 Email : catelin.corbin@unco.edu Cateline Corbin | N | 0 |
| 11 | 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 |
| 12 | On Air Recruitment Ad | N | 4 |
| 13 | Walk In | N | 1 |
| 14 | Word of Mouth Referral | N | 2 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 13 |

KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|--|-------------------------------------|--------------------------|
| 1 | 1/19/2017 | 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 Scott James 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 Talent |
| 2 | 3/7/2017 | 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 assistant program directors, during which they talked about how radio stations operate and the opportunities available for a future | 1 | Program Director |
| 3 | 9/21/2017 | 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 Scott James one of our On-Air Personality, during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting. | 1 | On Air Talent |
| 4 | 10/11/2017 | Participation in events or programs sponsored by educational institutions | Participated in Advance training for staff and DJ's at KCSU, different topics that will help KCSU radio station run better. Nate Wilde did a-Presentation on Production. | 1 | Program Director |
| 5 | 10/16/2017 | Participation in Job Fairs | Participated on Northern Colorado Networking Job fair, Presenting information about who we are as well as posting and discussing all open job opportunities | 1 | Promotions Director |
| 6 | 10/23/2017 | 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 | Program Director |

KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|---|-------------------------------------|--------------------------|
| 7 | 10/24/2017 | Participation in events sponsored by community groups | Nate hosted an event at Music District called "The Musician's Help Desk" generally informal- more conversational and is meant to be a forum where folks can ask their burning questions to a few great experts in the in community. Tuesday's topic is "Getting your Music Ready for Radio." James Lopez from KRFC will be there, as well as Hannah Copeland from KCSU, and Erin Roberts (who's done all kinds of radio). | 1 | Program Director |