

**KKLI-FM, KCCY-FM, KIBT-FM, KVUU-FM, KBPL-FM, KPHT-FM, KCSJ-AM,
KDZA-AM**

EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

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 - Southern Colorado	1, 3-6, 9-11, 13, 18, 23-27, 30-32, 34	11
Market President	1, 3-6, 9-10, 13, 15, 18-19, 21, 23-28, 30-34	15
KIBT Assistant Program Director	1, 3-6, 8-10, 18, 23-28, 30-34	8
Account Executive	1, 3-6, 9-13, 16, 18, 20, 22-28, 30-34	11
Account Executive	1, 3-6, 9-13, 16, 18, 20, 22-28, 30-34	12
Account Executive	1, 3-6, 9-13, 16, 18, 20, 22-28, 30-34	16
Digital Support	1, 3-6, 8-9, 13, 18, 23-28, 30-34	8
On-Air Talent	1, 3-7, 9, 13, 18, 23-28, 30-34	7
On-Air Talent	1-6, 9, 11, 13-15, 17-18, 22-34	11
On Air Talent	1, 3-6, 8-9, 13, 18, 23-28, 30-34	8
Account Executive	1, 3-6, 9, 13, 18, 20, 23-27, 30-34	20

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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	Colorado Broadcasters Assoc Colorado Phone : 970-547-1388 Url : www.coloradobroadcasters.org Marilyn Hogan Manual Posting	N	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	Community Outreach 805 S Tejon St Colo Spgs, Colorado 80903 Phone : 719-578-1227 Email : kcowan@communityoutreachcos.com Karin Cowan	Y	0
7	Current Employee	N	1
8	Current Employee/Internal Promotion	N	3

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9	Devry University 1870 W. 122nd Avenue Westminster, Colorado 80234 Phone : 303-280-7652 Email : JHernandez33@devry.edu Jon Paul Hernandez	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	Employee Referral	N	3
12	Former Employee	N	1
13	Goods Entertainment/Voice Hunter Colorado Url : www.goodsentertainment.com Email : AGoodman@goodsentertainment.com Adam Goodman	Y	0
14	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
15	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	2
16	Indeed.com	N	1
17	LinkedIn New York n/a n/a Manual Posting	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
18	LULAC Educational Service Center 829 N Circle Dr Colo Spgs, Colorado 80909 Phone : 719-637-0037 Email : LNESCSG@aol.com Career Services	Y	0
19	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Url : www.emmyawards.tv Email : office@emmyawards.tv Fax : 1-303-722-0924 Audrey Elling	N	0
20	Non-Employee Referral	N	2
21	Ohio Center for Broadcasting, Co. Campus 5800 W. Alameda Ave. Suite A Denver, Colorado 80226 Phone : 303-937-7070 Fax : 1-303-975-0386 Dan Smith	N	0
22	On-Air Announcements (one or more SEU stations) Colorado Springs, Colorado Phone : 719-540-9200 Chrissy Adsit Manual Posting	N	1
23	Pikes Peak Community College 5675 S Academy Colo Spgs, Colorado 80906 Phone : 719-502-3128 Email : sharon.hogg@ppcc.edu Sharon Hogg	Y	0
24	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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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
25	Pueblo Community College 900 West Orman Pueblo, Colorado 81004 Phone : 719-549-3036 Email : Lisa.Morales@pueblocc.edu Lisa Morales	Y	0
26	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
27	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
28	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
29	Station Websites (all SEU stations) Colorado Springs, Colorado Phone : 719-867-3245 Rameen Madani Manual Posting	N	0
30	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	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
32	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
33	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
34	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:			14

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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	4/11/2018	Participation in Job Fairs	On April 11, 2018, our SEU participated in the Pikes Peak Workforce Center Adult Job Fair, hosted at the Hotel Elegante. At the fair, our SEU set up a booth to collect resumes and talk to candidates about job openings. SEU participants included our Promotions Director, EEO Coordinator, and National Sales Coordinator	3	Promotions Director EEO Coordinator/Executive Admin National Sales
2	4/25/2018	Establishment of a mentoring program	Jiana Norton- trained with Louisa Norris (sales assistance) and is mentored by Kevin Lockhart (production) to gain skills that will enhance her employment opportunities in the broadcast industry.	3	Promotions Assistant Sales Assistant Production Director
3	5/14/2018	Participation in Job Fairs	In May 2018, our SEU participated 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	Market President VP Programming Executive Assistant
4	6/5/2018	Participation in events sponsored by community groups	On 6/5/18 our SEU hosted a group of Girl Scouts at our station and did a station tour, an hour long Q & A session with female employees in different leadership roles, and a commercial recording session. The goal of this visit was to teach this group of girls (ages 7 to 17) about opportunities for women in the broadcast industry, from sales and promotions, to management and production	6	FCC/EEO Coordinator Production Director Regional Sales Manager Programming Director- KVUU

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	8/1/2018	Establishment of a mentoring program	Caitlin started at iHeartMedia at our Pueblo office as a part-time promotions assistant. After becoming a full time employee, she began helping with our digital products (website and social media upkeep) and we have implemented a training plan to prepare her for a transition into the sales department. This training program will give her the skills and knowledge to grow within the sales department and afford her more employment options with iHeartMedia Southern Colorado	5	Market President Promotions Director Executive Assistant National Sales Assistant