

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
KOA NewsRadio Morning Show Co-Host/Anchor	1, 3, 5-6, 8-12, 14-15, 20-21, 24-29, 31-33	14
Board Op	1-5, 8-15, 19-21, 23-34	13
APD/On Air Talent Afternoons	1-5, 7-12, 14-15, 19-21, 23-34	7
On Air Talent Middays	1-5, 8-15, 19-21, 23-34	13
Marketing & Promotions Director	1-5, 7-12, 14-15, 19-21, 23-34	7
Board Operator / Show Producer	1-5, 8-12, 14-15, 20-21, 23, 25-34	14
Sales Support	1-5, 7-12, 14-16, 20-21, 23-34	7
Account Executive	1-5, 8-15, 20-21, 23-34	13
Account Executive	1-5, 8-15, 20-21, 23-34	13
Associate Account Executive	1-5, 8-15, 20-21, 23-34	13
Vice President of Sales	1-5, 8-18, 20-21, 23-34	18
Account Executive	1-6, 8-15, 20-21, 23-34	6
News Producer	1-6, 8-16, 20-34	16
Dynamic AM Show Co-Host	1-5, 9-15, 20-21, 23-34	13
Broadcast Transmission Engineer	2-6, 8-12, 14-15, 20-21, 23-34	6

**KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL****EEO PUBLIC FILE REPORT****December 1, 2017 - November 30, 2018****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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 : <a href="http://www.mscd.edu/~career/">http://www.mscd.edu/~career/</a> Brenda Sabo Manual Posting	Y	0
3	Colorado Association for Black Journalists P.O. Box 48192 Denver , Colorado 80204 Phone : 303.507.6577 Url : <a href="http://www.cabj-denver.org">http://www.cabj-denver.org</a> 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 : <a href="http://www.career.colostate.edu/">http://www.career.colostate.edu/</a> Diane Kull Manual Posting	N	0
5	Colorado State University- Pueblo 2200 Bonorte Blvd Pueblo, Colorado 81001 Phone : 719-549-2980 Url : <a href="http://www.colostate-pueblo.edu/CareerCenter/Pages">http://www.colostate-pueblo.edu/CareerCenter/Pages</a> Email : CareerCenter@csupueblo.edu Fax : 1-719-549-2289 Ammons Hall	N	0
6	Current Employee	N	7
7	Current Employee - Transfer/Promotion	N	3

**KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL****EEO PUBLIC FILE REPORT****December 1, 2017 - November 30, 2018****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Denver Hispanic Chamber of Commerce, Inc 924 W Colfax Ave Denver, Colorado 80204 Phone : 303-534-7783 Url : <a href="http://www.dhcc.com/">http://www.dhcc.com/</a> Email : <a href="mailto:info@hispanicchamberdenver.org">info@hispanicchamberdenver.org</a> Fax : 1-303-595-8977 Career Postings	N	0
9	Denver Indian Center Inc. 4407 Morrison Road Denver, Colorado 80219 Phone : 303- 936-2688 ext117 Url : <a href="http://www.denverindiancenter.org/">http://www.denverindiancenter.org/</a> Email : <a href="mailto:pat@denverindiancenter.org">pat@denverindiancenter.org</a> Fax : 1-303-936-2699 Pat Voyles	N	0
10	DeVry University 1870 W. 122nd Avenue Westminster, Colorado 80030 Phone : 303-280-7651 Url : <a href="http://www.devry.edu/career-services/career-servic">http://www.devry.edu/career-services/career-servic</a> Email : <a href="mailto:pjago@devry.edu">pjago@devry.edu</a> Patty Jago	N	0
11	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 : <a href="http://www.directedemployers.org">www.directedemployers.org</a> Heather Hoffman Manual Posting	N	0
12	Emily Griffith Opportunity School 1250 Welton Street Denver, Colorado 80204 Phone : 720-423-4775 Url : <a href="http://www.egos-school.com/site/public/CareerCente">http://www.egos-school.com/site/public/CareerCente</a> Email : <a href="mailto:jacob.vigil@emilygriffith.edu">jacob.vigil@emilygriffith.edu</a> Jacob Vigil	Y	0
13	Employee Referral	N	14

**KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL****EEO PUBLIC FILE REPORT****December 1, 2017 - November 30, 2018****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
14	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	5
15	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
16	Indeed.com	N	3
17	Internal Candidate	N	2
18	Internal Hire	N	1
19	ITT Technical Institute 500 E 84th Ave Thornton, Colorado Phone : 303-695-6317 Url : <a href="http://www.itt-tech.edu/campus/school.cfm?lloc_num">http://www.itt-tech.edu/campus/school.cfm?lloc_num</a> Email : <a href="mailto:smerna@itt-tech.edu">smerna@itt-tech.edu</a> Susan Merna Aldapa	N	0
20	Johnston & Wales University 7150 Montview Blvd Denver, Colorado 80220 Phone : 303-256-9300 Url : <a href="http://www.jwu.edu/denver">www.jwu.edu/denver</a> Email : <a href="mailto:eileen.walsh@jwu.edu">eileen.walsh@jwu.edu</a> Fax : 1-303-256-9381 Eileen Walsh	N	0
21	Lamar Community College 2401 South Main Lamar, Colorado 81052 Phone : 719-336-1537 Url : <a href="http://www.lamarcc.edu/student/learning_index.html">http://www.lamarcc.edu/student/learning_index.html</a> Email : <a href="mailto:learning.support@lamarcc.edu">learning.support@lamarcc.edu</a> Ket Winsor	N	0
22	Linked In	N	1

**KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL****EEO PUBLIC FILE REPORT****December 1, 2017 - November 30, 2018****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
23	Mesa State College 1100 North Avenue Grand Junction, Colorado 81501 Phone : 9702481404 Url : <a href="http://www.mesastate.edu/advising/index.html">www.mesastate.edu/advising/index.html</a> Career Services Manual Posting	Y	0
24	Mi Casa Resource Center for Women 3025 W 37 Ave Denver, Colorado Phone : 303-573-1302 Url : <a href="http://www.micasadenver.org/">www.micasadenver.org/</a> Email : <a href="mailto:info@MiCasaResourceCenter.org">info@MiCasaResourceCenter.org</a> Fax : 1-303-595-0422 Job Announcement Board	N	0
25	Morgan Community College 920 Barlow Road Ft. Morgan, Colorado 80701 Phone : 970-542-3157 x 3157 Url : <a href="http://www.morgancc.edu/students/guidance-a-placement/car">www.morgancc.edu/students/guidance-a-placement/car</a> Email : <a href="mailto:dan.marler@morgancc.edu">dan.marler@morgancc.edu</a> Dan Marler	N	0
26	National American University 1325 S.Colorado Blvd Suite 100 Denver, Colorado 80222 Phone : 303-876-7100 Url : <a href="http://services.national.edu/career_services/">http://services.national.edu/career_services/</a> Email : <a href="mailto:denadmissions@national.edu">denadmissions@national.edu</a> Fax : 1-303-876-7105 Kim Larson	N	0
27	Ohio Center for Broadcasting 1310 Wadsworth Lakewood, Colorado 80214 Phone : 303-937-7070 Url : <a href="http://www.beonair.com/denver">www.beonair.com/denver</a> Email : <a href="mailto:dbyrd@beonair.com">dbyrd@beonair.com</a> Fax : 1-303-975-0386 Debbie Byrd	Y	0

**KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL****EEO PUBLIC FILE REPORT****December 1, 2017 - November 30, 2018****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
28	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
29	Red Rocks Community College 13300 W 6th Ave Box 10 Lakewood, Colorado 80228 Phone : 303-914-6258 Url : <a href="http://www.rrcc.edu/jobwatch/">http://www.rrcc.edu/jobwatch/</a> Email : student.employment@rrcc.edu Fax : 1-303-988-6191 Nancy Carlson	N	0
30	University of Colorado - Denver Career Center Campus Box 138, PO Box 173364 Denver, Colorado 80217 Phone : 303-492-4133 Url : <a href="http://thunder1.cudenver.edu/careercenter/CC/emplo">http://thunder1.cudenver.edu/careercenter/CC/emplo</a> Suzanne Shotts Manual Posting	Y	0
31	University of Colorado at Colorado Springs 1420 Austin Bluffs Parkway P.O. Box 7150 Colorado Springs, Colorado 80918 Phone : 719-255-3475 Url : <a href="http://www.uccs.edu/~career/">http://www.uccs.edu/~career/</a> Email : bkratzer@uccs.edu Bev Kratzer	Y	0
32	University of Denver Driscoll Center South #46, 2050 E Evans Denver, Colorado Phone : 303-871-2150 Url : <a href="http://www.du.edu/studentlife/career/employers/emp">http://www.du.edu/studentlife/career/employers/emp</a> Email : julia.Nelson@du.edu Fax : 1-303-871-4335 Julia Nelson	Y	0
33	University of North Colorado Campus Box 58 Greely, Colorado 80639 Phone : 970-351-2127 Url : <a href="http://www.unco.edu/careers/aboutus/index.html">http://www.unco.edu/careers/aboutus/index.html</a> Tony Smith Manual Posting	Y	0

**KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL****EEO PUBLIC FILE REPORT****December 1, 2017 - November 30, 2018****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
34	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>36</b>

**KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL****EEO PUBLIC FILE REPORT****December 1, 2017 - November 30, 2018****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/5/2018	Establishment of an intern program designed to assist members of the community	Intern will work with Dave Lauer and Mandy Connell, helping with content and production for the Mandy Connell show on KOA 1p-4p	1	On Air Talent Producer Director
2	4/9/2018	Co Sponsoring Job Fair	On Air Job fair, radio personality inviting all listeners to join iHeartmedia of Denver Team	8	Asst Program Director On Air On Air Executive asst
3	9/28/2018	Sponsorship of events in the community designed to increase public awareness	Tour of iHeartmedia Denver and explanation of all our station. They were able to see show's being broadcast live and ask questions	8	Office Manager