

KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG**EEO PUBLIC FILE REPORT****December 1, 2017 - November 30, 2018****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
Sales	1-2, 4-6, 8-16, 18-19	8
Area President	1-2, 4-7, 9-10, 14-19	7
Receptionist	1-2, 4-7, 9-11, 14-16, 18-19	11
Program Operations	1-2, 4-7, 9-10, 14-16, 18-19	7
Sales Support	1-2, 4-7, 9-11, 14-16, 18-19	7
Financial Analyst	1-4, 6, 9-10, 14-16, 18-19	3

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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	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	Current Employee	N	1
4	DirectEmployers.org 9002 N Purdue Rd Ste 100 Indianapolis, Indiana 46268 Tom Eckhart Manual Posting	N	0
5	Education Life Training Center 401 Linden Street Fort Collins, Colorado 80524 Phone : 970-482-4357 Email : Ashley.Swett@eltcenter.org Contact Manager	Y	0
6	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
7	Employee Referral	N	5
8	Former Employee	N	1
9	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	1

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10	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
11	Indeed.com	N	3
12	KCOL-AM 4270 Byrd Drive Loveland, Colorado 80538 Kym McElyea	N	1
13	Linked In	N	2
14	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
15	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
16	Ohio Center of Broadcasting 1310 Wadsworth Blvd Denver, Colorado Phone : 303-937-7070 Email : dbyrd@beonair.com Debbie Byrd	N	0
17	Radio Recruitment Ad	N	3
18	Thompson School District - School to Work Alliance Program 427-B N. Railroad Ave. Loveland, Colorado 80537 Phone : 970-669-8349 Email : ryan.kolo@thompsonschoools.org Ryan Kolo	Y	0

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19	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
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	1/15/2018	Sponsorship of events in the community designed to increase public awareness	Karl Leiber, guest speaker at Windsor HS. Shared with the class, his experience as on air personality, as well as all the career possibilities in broadcasting	8	On Air Talent
2	1/24/2018	Sponsorship of events in the community designed to increase public awareness	Karl Leiber, guest speaker at Windsor HS. Shared with the class, his experience as on air personality, as well as all the career possibilities in broadcasting and at iHeartMedia	8	On Air Talent
3	3/6/2018	Sponsorship of events in the community designed to increase public awareness	Sadie gave CSU students tour of the Studio, explained the equipment, showed them editing process, loading music in the nexgen	1	On Air Talent
4	4/14/2018	Participation in events or programs sponsored by educational institutions	Station tour for Girl Scouts, 14 girl scouts and 4 adults. Showed them studios and explained the equipment	1	On air talent
5	4/25/2018	Sponsorship of events in the community designed to increase public awareness	Amanda was a guest speaker at Colorado Media School to describe the different career opportunities in Radio Broadcasting	6	Promotions Director
6	9/28/2018	Participation in events or programs sponsored by educational institutions	Sadie was a guest Speaker for the 3rd and 5th graders at Bethke Elementary school to talk with them regarding career possibilities in Broadcast Radio.	6	On Air Talent