

KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****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
Account Executive	1-6, 8-13, 15-17, 21-22, 24-27, 29-34, 36	15
IT Manager	2-6, 9-13, 16-17, 21-22, 24-27, 29-34, 36	16
Director of Traffic	2-6, 8-13, 16-18, 20-22, 24-27, 29-34, 36	20
Board Operator / Show Producer	2-7, 9-14, 16-17, 22, 24-25, 27, 29-34, 36	14
VP of Automotive	2-7, 9-13, 15-17, 22, 24-25, 27, 29-34, 36	17
Vice President of Sales	2-7, 9, 11-13, 15-17, 22, 24-25, 27, 29- 34, 36	15
Social Media Director	2-9, 11-13, 16-18, 22-25, 27-34, 36	23
Board Operator / Show Producer	2-7, 9, 11-13, 15-17, 22, 24-25, 27, 29- 34, 36	15
Marketing Specialist	2-7, 9, 11-13, 15-17, 19, 22, 24-25, 27, 29, 31-36	35
Promotions and Digital Coordinator	2-7, 9, 11-13, 16-19, 22-25, 27, 29, 31- 34, 36	19
Sales Account Coordinator	2-9, 11-13, 16-17, 21-22, 24-25, 27, 29, 31-34, 36	8
Sales Account Coordinator	2-9, 11-13, 16-17, 21-25, 27, 29, 31-34, 36	23

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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	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 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
5	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

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6	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
7	Colorado State University-Denver 110 16th Street Denver, Colorado 80202 Phone : 303-772-5185 Url : http://www.learn.colostate.edu/ Catherine Sees Manual Posting	N	0
8	Current Employee	N	10
9	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
10	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
11	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	directemployers.org(assc distbutng job pstgs to state wrkfr agnes & 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
13	Emily Griffith Opportunity School 1250 Welton Street Denver, Colorado 80204 Phone : 720-423-4775 Url : http://www.egos-school.com/site/public/CareerCente Email : Alisha.Perry@emilygriffith.edu Alisha Perry	Y	0
14	Employee Promotion	N	1
15	Employee Referral	N	7
16	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	5
17	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	3
18	Indeed.com	N	6
19	Internal Candidate	N	7
20	Internal Hire	N	1

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21	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
22	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
23	Linked In	N	5
24	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
25	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
26	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

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27	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
28	Other Source	N	1
29	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
30	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
31	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
32	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

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33	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
34	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
35	Word of Mouth Referral	N	1
36	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:			47

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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	7/15/2019	Establishment of an intern program designed to assist members of the community	Hired intern to rotate through various radio functions or focuses on one specific area, e.g., sales, programming, events, etc. Learns job processes/requirements in assigned functions. Serves as an apprentice in assigned function.	8	VPS SVPS
2	11/10/2019	Hosting of Job Fair	Host an On Air Job Fair on all 9 of our stations	9	SVP of Sales SVP of Sales