

**KBCO, KDSP, KHOW, KOA, KPTT, KRFX, KTCL, KWBL****EEO PUBLIC FILE REPORT****December 1, 2020 - November 30, 2021****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>
Executive Producer	1-3, 5-10, 14-16, 19, 21, 23-26, 28	14
Senior Account Executive	1-3, 5-11, 18-19, 21, 23-28	18
Senior Account Executive	1-3, 5-11, 18-19, 21, 23-28	11
Project Manager Sales Support	1-3, 5-10, 13-14, 19, 21, 23-28	27
Executive Producer	1-3, 5-10, 13-15, 19, 21, 23-26, 28	15
Promotions Director	1-3, 5-10, 13-15, 17, 20-21, 23-26, 28	17
Senior Account Executive	1-10, 13-14, 21, 23-28	27
Vice President of Sales	2-3, 5-10, 13-14, 19, 21-26, 28	22
Asst Program Director/On-Air Talent	2-14, 17-19, 21, 23-28	27

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<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	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> Email : C2Hub@msudenver.edu Brenda Sabo	Y	0
2	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
3	Colorado 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 : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd	Y	0
4	Colorado Mesa University 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	N	0
5	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> Email : career_info@mail.colostate.edu Diane Kull	N	0

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6	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 : <a href="mailto:CareerCenter@csupueblo.edu">CareerCenter@csupueblo.edu</a> 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 : <a href="http://www.learn.colostate.edu/">http://www.learn.colostate.edu/</a> Email : <a href="mailto:news@colostate.edu">news@colostate.edu</a> Catherine Sees	N	0
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	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
10	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:jason.bynum@emilygriffith.edu">jason.bynum@emilygriffith.edu</a> Jason Bynum	Y	0
11	Employee Referral	N	2
12	iHeartMedia Talent Acquisition	N	1

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13	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
14	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	3
15	Indeed.com - Not directly contacted by SEU	N	3
16	Internal Candidate	N	1
17	Internal Posting	N	2
18	LinkedIn - Not directly contacted by SEU	N	4
19	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
20	Non-Employee Referral	N	1
21	Pikes Peak Community College 5675 S. Academy Blvd Colorado Springs, Colorado 80906 Phone : 719- 502-3232 Email : <a href="mailto:career@ppcc.edu">career@ppcc.edu</a> Career Center job posting announcements	N	0
22	Station Website Posting (navigation link to corporate careers website)	N	1

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23	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> Email : CareerCenter@ucdenver.edu Career Services	Y	0
24	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
25	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
26	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> Email : career.services@unco.edu Tony Smith	Y	0
27	Unknown (source not adequately identified upon inquiry by SEU)	N	5
28	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>23</b>

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## EEO PUBLIC FILE REPORT

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### 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	5/3/2021	Participation in Job Fairs	in May 2021, Our SEU participated in the Colorado Broadcast Association Virtual Job Fair. This included onsite postings for New Anchor, regional Engineer Sales, and Traffic Reporter/Producer directing them to the IheartMedia website to apply.	3	SVP of Engineering Senior Vice President of Sales VP of Sales
2	10/15/2021	Provision of training to management	In October 2021, one of our SEU managers took the Valuing Diversity training course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Vice President
3	11/1/2021	Establishment of a mentoring program	In November 2021, our SEUs Vice President of Digital Sales mentored an Account Executive to become a digital Service Specialist. The program consisted of In-depth Learning Center training on all digital tactics and overall digital certification, Two weeks of focus on Customer Needs Analysis, and two weeks of focus on Funnel marketing and how our tactics fit in.	2	Vice President of Sales Administrative Assistant
4	11/9/2021	Provision of training to management	On November 9th 2021 The CBA provided a webinar on employment law, FCC EEO compliance, and recruitment challenges in the time of COVID. CBA FCC attorneys Frank Montero and Anne Crump and Colorado employment attorney Diana Fields discussed broadcasters' EEO compliance, employment, and recruiting and reporting obligations under Colorado law and the rules of the FCC. The CBA's legal eagles discussed job fairs, FCC reporting and EEO program compliance, recent changes in Colorado employment requirements, non-competes, and more.	2	VP of sales VP of Sales