

**KCCY, KCCY-FM, KCSJ, KDZA-FM, KIBT, KKLI, KPHT, KVUU**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 - November 30, 2022**

**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>
Account Executive	1-24	6

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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	Colorado Broadcasters Assoc , Colorado Phone : 970-547-1388 Url : www.coloradobroadcasters.org Email : linnea@coloradobroadcasters.org Linnea Lewis	N	0
2	Colorado College 14 E CacheLaPoudre Colo Spgs, Colorado 80903 Phone : 719-389-6893 Email : careercenter@coloradocollege.edu Gretchen Wardell	Y	0
3	Colorado State University 711 Oval Dr Ft. Collins, Colorado 80523 Phone : 970-491-1756 Email : jobposting@colostate.edu Diane Hellbusch	Y	0
4	Colorado State University - Pueblo 2200 Bonforte Blvd Pueblo, CO, Colorado Phone : 719-549-2100 Email : sam.lovato@csupueblo.edu Sam Lovato	Y	0
5	Devry University 1870 W. 122nd Avenue Westminster, Colorado 80234 Phone : 303-280-7652 Email : dfortier@devry.edu Jon Paul Hernandez	Y	0
6	Employee Referral	N	1
7	Goods Entertainment/Voice Hunter , Colorado Url : www.goodsentertainment.com Email : AGoodman@goodsentertainment.com Adam Goodman	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
8	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
9	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	1
10	Indeed.com - Not directly contacted by SEU	N	1
11	LinkedIn - Not directly contacted by SEU	N	2
12	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	1
13	LULAC Educational Service Center 829 N Circle Dr Colo Spgs, Colorado 80909 Phone : 719-637-0037 Email : <a href="mailto:LNESCSG@aol.com">LNESCSG@aol.com</a> Career Services	Y	0
14	Pikes Peak Community College 5675 S Academy Colo Spgs, Colorado 80906 Phone : 719-502-3128 Email : <a href="mailto:sharon.hogg@ppcc.edu">sharon.hogg@ppcc.edu</a> Sharon Hogg	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
15	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
16	Pueblo Community College 900 West Orman Pueblo, Colorado 81004 Phone : 719-549-3036 Email : Lisa.Morales@pueblocc.edu Lisa Morales	Y	0
17	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
18	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
19	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
20	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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<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>
21	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
22	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
23	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
24	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 : zelna@ywcapueblo.com Zelna Joseph	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>6</b>

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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	1/1/2022	Establishment of training programs for station personnel	Establishment of a mentoring program	1	Drive talent
2	11/1/2022	Provision of training to management	In November 2022, our SEU's Market President 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	Market president