

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Financial Analyst - Denver	1-8, 10-20	12
AM Show Host	9	9

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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	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
2	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
3	Colorado State University- Ft. Collins 711 Oval Drive Ammons Hall Ft. Collins, Colorado 80523 Phone : 970-491-5707 Url : http://www.career.colostate.edu/ Email : career_info@mail.colostate.edu Diane Kull	N	0
4	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
5	Colorado State University-Denver 110 16th Street Denver, Colorado 80202 Phone : 303-772-5185 Url : http://www.learn.colostate.edu/ Email : news@colostate.edu Catherine Sees	N	0

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6	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
7	DeVry University 1870 W. 122nd Avenue Westminster, Colorado 80030 Phone : 303-280-7651 Url : http://www.devry.edu/career-services/career-service Email : pjago@devry.edu Patty Jago	N	0
8	Emily Griffith Opportunity School 1250 Welton Street Denver, Colorado 80204 Phone : 720-423-4775 Url : http://www.egos-school.com/site/public/CareerCenter Email : jason.bynum@emilygriffith.edu Jason Bynum	Y	0
9	Exigent Circumstances	N	1
10	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
11	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
12	LinkedIn - Not directly contacted by SEU	N	2

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13	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	0
14	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
15	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
16	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 Email : CareerCenter@ucdenver.edu Career Services	Y	0
17	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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18	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
19	University of North Colorado Campus Box 58 Greely, Colorado 80639 Phone : 970-351-2127 Url : http://www.unco.edu/careers/aboutus/index.html Email : career.services@unco.edu Tony Smith Prong 2 Ended Date: 3/28/2022	N	0
20	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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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	11/1/2022	Establishment of training programs for station personnel	<p>Jenny Russak, Vice President of Digital Sales, is mentoring Oy Sihanath to become a digital lead to assist other Account Executives with digital sales (Digital Services Specialist.)</p> <p>1st Month of Training:</p> <ul style="list-style-type: none"> • In-depth Learning Center trainings on all digital tactics and overall digital certification training was completed • Two weeks of focus on Customer Needs Analysis (training slide attached) • Two weeks of focus on Funnel marketing and how our tactics fit in (training slide attached) • Two weeks of shadowing Jenny, Pablo Chaparro, Dean Peterson and other resources on client pitches. <p>2nd Month of Training:</p> <ul style="list-style-type: none"> • Tactical focused training begins with Jenny: <ul style="list-style-type: none"> o Jenny role-plays pitch on specific product o Oy prepares role play and then pitches to Jenny and another manager for feedback o Tactics/areas that we reviewed: <ul style="list-style-type: none"> ? Three tiers of OTT (Streaming Television) options ? Podcasting ? Streaming ? Artsai Pixel Tracking ? Madhive Pixel Tracking ? Ads+ ? Location ? Audience ? E-mail ? Social Media <p>3rd Month of Training:</p> <ul style="list-style-type: none"> • Oy takes the lead role on client CNAs, Client pitches and developing out digital planning and pricing recommendations for clients in real time. Jenny takes the shadowing role. • Oy takes shifts leading weekly office hours to gain knowledge on issues AEs are dealing with in real time and do some independent troubleshooting. 	2	Vice President of Digital Sales Digital Service Specialist

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2	11/7/2022	Provision of training to management	In November 2022, our SEU's Program Director 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	Program director