

**KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG**  
**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	1-5, 7-12, 14-21, 24-25	8
Account Executive	1-5, 7-12, 14-21, 24-25	24
Producer	1-7, 9, 11-13, 15-25	15

**KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG**

**EEO PUBLIC FILE REPORT**

**December 1, 2021 - November 30, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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	All Access , Colorado Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Career Services	N	0
2	Asian-Pacific American Student Services 212 Lory Student Center, CSU Fort Collins, Colorado 80523 Phone : 970-491-6154 Email : <a href="mailto:debra.patel@colostate.edu">debra.patel@colostate.edu</a> Debra Patel	Y	0
3	Black Student Center 204 Lory Student Center, CSU Fort Collins, Colorado 80524 Phone : 970-491-5781 Email : <a href="mailto:baacc_email@mail.colostate.edu">baacc_email@mail.colostate.edu</a> Bridgette Johnson	N	0
4	Caesar Chavez Cultural Center 501 20th Street UNC Greeley, Colorado 80639 Phone : 970-351-2424 Email : <a href="mailto:ChavezCenter@unco.edu">ChavezCenter@unco.edu</a> Career Services	N	0
5	Colorado Media School 404 S Upham Street Lakewood , Colorado 80226 Phone : 303-479-4908 Email : <a href="mailto:dbyrd@beonair.com">dbyrd@beonair.com</a> Career Services Director	N	0
6	Colorado State University , Colorado Url : <a href="http://www.career.colostate.edu">www.career.colostate.edu</a> Career Services Manual Posting	N	0
7	El Centro Student Services 178 Lory Student Center, CSU Fort Collins, Colorado 80524 Phone : 970-491-5722 Email : <a href="mailto:guadalupe.salazar@colostate.edu">guadalupe.salazar@colostate.edu</a> Lupe Salazar	N	0
8	Employee Referral	N	2

**KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG**

**EEO PUBLIC FILE REPORT**

**December 1, 2021 - November 30, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
9	Fort Collins Coloradoan 1212 Riverside Fort Collins, Colorado 80524 Phone : 970-224-4000 Email : heather.hagen@ddrcco.com Heather Hagen	N	0
10	iHeartMedia Talent Acquisition	N	2
11	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
12	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	2
13	Indeed.com - Not directly contacted by SEU	N	1
14	LinkedIn - Not directly contacted by SEU	N	2
15	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	7
16	Marcus Garvey Center 928 20th Street Campus Box 41 Greeley, Colorado 80639 Phone : 970-351-2351 Email : <a href="mailto:catelin.corbin@unco.edu">catelin.corbin@unco.edu</a> Cateline Corbin	N	0

**KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG**

**EEO PUBLIC FILE REPORT**

**December 1, 2021 - November 30, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
17	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
18	Parks & Recreation 112 Willow St Fort Collins, Colorado 80524 Email : recreation@fcgov.com Emily Frare	N	0
19	Parks, Recreation & Culture 250 N. 11th Street Windsor, Colorado 80226 Email : windsorpr@windsorgov.com Lexie Spykstra	N	0
20	Rodarte Center - Greeley Rec Center 651 10th Avenue Greeley, Colorado 80631 Phone : 970-350-9400 Email : becky.vinton@greeleygov.com Becky Vinton	N	0
21	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
22	University of Colorado Boulder , Colorado Url : www.careerservices.colorado.edu Career Services Manual Posting	N	0
23	University of Wyoming , Colorado Url : www.uwadmweb.uwyo.edu/cacs/info.asp?p=1400 Career Services Manual Posting	N	0
24	Unknown (source not adequately identified upon inquiry by SEU)	N	6

**KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG****EEO PUBLIC FILE REPORT****December 1, 2021 - November 30, 2022****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
25	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>22</b>

**KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG**

**EEO PUBLIC FILE REPORT**

**December 1, 2021 - November 30, 2022**

**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	11/15/2022	Provision of training to management	In November 2022, our SEU's VP of Programming 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	VP of programming
2	11/16/2022	Establishment of a mentoring program	Establishment of a mentoring program to enable station personnel to improve their skill to qualify for higher position	2	Sr Account executive Sr Vice President