

KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

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 |
|-------------------|--|-------------------------------|
| Account Executive | 1-22 | 7 |
| Account Executive | 1-22 | 7 |

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

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|------------------|--|--|---|
| 8 | Fort Collins Coloradoan 1212 Riverside Fort Collins, Colorado 80524 Phone : 970-224-4000 Email : heather.hagen@ddrcco.com Heather Hagen | N | 0 |
| 9 | Hispanic Organization for Progress and Education PO Box 3194 Cheyenne, Wyoming 82003 Phone : 307-632-4337 Email : info@hopecheyenne.org Ann Redman | N | 0 |
| 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 | iHM Human Capital Acquisition | N | 1 |
| 13 | Indeed.com - Not directly contacted by SEU | N | 1 |
| 14 | LinkedIn - Not directly contacted by SEU | N | 4 |
| 15 | 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 | 1 |

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|------------------|---|--|---|
| 16 | Marcus Garvey Center 928 20th Street Campus Box 41 Greeley, Colorado 80639 Phone : 970-351-2351 Email : catelin.corbin@unco.edu Cateline Corbin | N | 0 |
| 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 | 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 |

KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG**EEO PUBLIC FILE REPORT****December 1, 2022 - November 30, 2023****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 |
|--|-----------------------|--|---|
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 10 |

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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 | 10/20/2023 | Provision of training to management | In October 2023, our Market VP Sales took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace. | 1 | Market VP Sales |
| 2 | 10/20/2023 | Provision of training to management | In October 2023, our Market VP Sales 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 VP Sales |