

KBCO, KDFD, KDHT, KHOW, KOA, KRFX, KTCL, KWBL
EEO PUBLIC FILE REPORT
December 1, 2023 - November 30, 2024

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 |
|-------------------------|--|-----------------------|
| Vice President of Sales | 1-2, 4-9, 11-16, 18-21 | 9 |
| VP of Marketing | 10 | 10 |
| Executive Producer | 1-9, 11-12, 15-21 | 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 Mesa University 1100 North Avenue Grand Junction, Colorado 81501 Phone : 9702481404 Url : www.mesastate.edu/advising/index.html Career Services Manual Posting | 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 Ammons Hall Manual Posting | 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 | Employee Referral | N | 6 |
| 10 | Exigent Circumstances | N | 1 |
| 11 | 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 |
| 12 | 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 |
| 13 | iHM Human Capital Acquisition | N | 3 |
| 14 | Indeed.com - Not directly contacted by SEU | N | 1 |

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|------------------|--|--|---|
| 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 | 6 |
| 16 | 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 |
| 17 | Pikes Peak State College 5675 S. Academy Blvd Colorado Springs, Colorado 80906 Phone : 719- 502-3232 Career Center job posting announcements Manual Posting | N | 0 |
| 18 | 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 |
| 19 | 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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|--|--|--|---|
| 20 | 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 |
| 21 | www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 17 |

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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 | 4/1/2024 | Establishment of a mentoring program | Beginning April 1, 2024, our SEU's Program Director worked with a Producer at the station to mentor him in Programming Skills which he will utilize as he develops his career. The program included regular meetings and instruction/guidance on building a talk show, rotating content, the best use and positioning of guests, keeping content local while also navigating the best balance and timing of national topics, and the situational awareness to know when to lighten up the show if applicable. With this mentorship, he filled-in on-air, lead election coverage for the governor and mayor race, has been hosting his own radio show and even runs the show board time to time and continues to fill-in on KOA. Our Program Director was focused on maximizing the Producers career development and potential. | 1 | Program Director |
| 2 | 7/11/2024 | Participation in events sponsored by organizations representing the community | On July 11th, 2024, our SEU's On-Air Talent hosted a job shadow and station tour for a community member who gained a "behind-the-scenes" look at broadcast operations. Our SEU also posted on Instagram to show what a day in a life of On-Air talent looks like and to bring public awareness to careers in radio. | 1 | On-Air Talent |
| 3 | 8/17/2024 | Participation in events sponsored by organizations representing the community | On August 17, 2024, our SEU's On-Air Talent participated in a "Girls in the Game" event. "Girls in the Game" is a program designed to encourage, inspire and empower girls to consider a career in sports on and off the field. At the event, our On-Air Talent spoke to young women about her career path in sports and broadcasting, her experience as an on-air sports reporter, as well as her experience as a sideline reporter for the Denver Broncos. | 1 | On-Air Talent |

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|---|-------------|---|--|-------------------------------------|--------------------------|
| 4 | 8/28/2024 | Participation in events sponsored by organizations representing the community | On August 28, 2024, our SEU's On-Air Talent took part in an "Hour Zoom" presentation for the Broncos QB Club. During her presentation, our On-Air Talent discussed her career in radio, her role as a sidelines reporter, and her Podcast "Cut Traded Fired Retired." She also talked about iHeartMedia and the opportunities available in broadcasting. | 1 | On-Air Talent |
| 5 | 9/12/2024 | Participation in events sponsored by organizations representing the community | On September 12th, 2024, our SEU's On-Air Talent participated in the Women in Business Conference. She discussed her career in radio and TV with interested attendees and how she got her start in radio. She also discussed how radio has allowed her to have a positive impact on the community by giving back and participating in charity events. Lastly, she held a Q&A and talked about iHeartMedia and the opportunities available in broadcasting. | 1 | On-Air Talent |