KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG
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
Account Executive	1-19	12

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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 Prong 2 Ended Date: 2/22/2024	N	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Fort Collins Coloradoan 1212 Riverside Fort Collins, Colorado 80524 Phone : 970-224-4000 Email : heather.hagen@ddrcco.com Heather Hagen	N	0
8	Google Jobs - Not directly contacted by SEU	N	1
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	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	2
13	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Native American Student Services 218 Lory Student Center, CSU Fort Collins, Colorado 80524 Phone : 970-491-1332 Email : tyrone.smith@colostate.edu Tyrone Smith Prong 2 Ended Date: 2/22/2024	N	0
15	Parks & Recreation 112 Willow St Fort Collins, Colorado 80524 Email : recreation@fcgov.com Emily Frare	N	0
16	Parks, Recreation & Culture 250 N. 11th Street Windsor, Colorado 80226 Email : windsorpr@windsorgov.com Lexie Spykstra	N	0
17	Rodarte Center - Greeley Rec Center 651 10th Avenue Greeley, Colorado 80631 Phone : 970-350-9400 Email : becky.vinton@greeleygov.com Becky Vinton	N	0
18	Thompson School District - School to Work Alliance Program 427-B N. Railroad Ave. Loveland, Colorado 80537 Phone : 970-669-8349 Email : ryan.kolo@thompsonschools.org Ryan Kolo Prong 2 Ended Date: 2/22/2024	N	0
19	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:			**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	9/1/2024	Establishment of a mentoring program	Over the past year, our SEU's Vice President of Programming has been coaching and mentoring our Promotions Assistant in programming skills which he will utilize as he continues to develop his career in the radio industry as he aspires to be an On-Air Talent. With this mentorship, he has become a fill-in talent hosting remotes and appearances as well as training to become a Part-Time On-Air Personality. Our Vice President of Programming worked one-on-one with the Promotions Assistant in the following areas: Audio loading for remote breaks, Navigating the KXBG studio to record and track breaks, on-site live events including pre-recording remote breaks and setting up the station appearance, and air checks as part of the On-Air Talent responsibility	1	VP of Programming