

KBPL, KCCY-FM, KCSJ, KIBT, KKLI, KPHT, KUBE, KVUU
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	1-2, 6-10, 13-18, 21	15
Outside Account Executive	1-14, 16-21	10

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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	American Broadcasting School 712 N Watson Rd Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	Y	0
2	Colorado Broadcasters Assoc , Colorado Phone : 970-547-1388 Url : www.coloradobroadcasters.org Email : linnea@coloradobroadcasters.org Linnea Lewis	N	0
3	Colorado College 14 E CacheLaPoudre Colo Spgs, Colorado 80903 Phone : 719-389-6893 Email : careercenter@coloradocollege.edu Gretchen Wardell	Y	0
4	Colorado State University 711 Oval Dr Ft. Collins, Colorado 80523 Phone : 970-491-1756 Email : jobposting@colostate.edu Diane Hellbusch	Y	0
5	Colorado State University - Pueblo 2200 Bonforte Blvd Pueblo, CO, Colorado Phone : 719-549-2100 Email : sam.lovato@csupueblo.edu Sam Lovato	Y	0
6	Devry University 1870 W. 122nd Avenue Westminster, Colorado 80234 Phone : 630-790-0488 Email : Katelyn.rose@devry.edu Katelyn Rose	Y	0
7	Employee Referral	N	2

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8	Goods Entertainment/Voice Hunter , Colorado Url : www.goodsentertainment.com Email : AGoodman@goodsentertainment.com Adam Goodman Prong 2 Ended Date: 1/17/2024	N	0
9	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
10	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	3
11	iHM Human Capital Acquisition	N	1
12	Indeed.com - Not directly contacted by SEU	N	1
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	LULAC Educational Service Center 829 N Circle Dr Colo Spgs, Colorado 80909 Phone : 719-637-0037 Email : LNESCSG@aol.com Career Services Prong 2 Ended Date: 1/17/2024	N	0
15	Non-Employee Referral	N	1

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16	Pikes Peak Workforce 1675 W. Garden of the Gods Colorado Springs, Colorado 80907 Phone : 719-667-3814 Email : KatherineAlessandri@elpasoco.com Katherine Alessandri	Y	0
17	Pueblo Latino Chamber of Commerce 1004 W. Abriendo Pueblo, Colorado 81003 Phone : 719-542-5513 Url : pueblolatinochamber.com Email : office@pueblolatinochamber.com Roxanne Gonzales	Y	0
18	Pueblo Work Force Center 212 W. 3rd Street Pueblo, Colorado 81003 Phone : 719-562-3744 Url : puebloworkforcecenter.com Email : mark.valdez@state.co.us Mark Valdez	Y	0
19	University of Colorado Colorado Springs 1420 Austin Bluffs Parkway Dwire Hall 301 Colorado Springs, Colorado 80918 Phone : 7192554700 Email : mstidd@uccs.edu Meghan Stidd	Y	0
20	Unknown (source not adequately identified upon inquiry by SEU)	N	1
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:			9

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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	5/10/2024	Participation in events or programs sponsored by educational institutions	On May 10th, 2024, our On-Air Talent spoke to Soaring Eagles School about his career path in radio, how to break into the broadcast industry, and the educational requirements for a career in broadcasting. He also held a Q&A for the students. The session was designed to provide students with a comprehensive understanding of the media industry and the exciting career opportunities available in radio.	1	On-Air Talent
2	9/16/2024	Establishment of training programs for station personnel	During September 2024 our SEU's Promotions Director worked with our Account Executive at the station to mentor him in on-air board operations and producing duties. The program included live training sessions supervision of trainee executing duties. This included but was not limited to covering board operations, CSU Football game execution, and follow up. These sessions were focused on maximizing his career development potential.	2	Outside Account Executive Promotions Director