

KBPI, KCOL, KIIIX, KOLT-FM, KPAW, KSME, KXBG
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 2025

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	1-21	7

KBPI, KCOL, KIIIX, KOLT-FM, KPAW, KSME, KXBG**EEO PUBLIC FILE REPORT****December 1, 2024 - November 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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	N	0
2	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
3	Caesar Chavez Cultural Center 501 20th Street UNC Greeley, Colorado 80639 Phone : 970-351-2424 Email : ChavezCenter@unco.edu Career Services	N	0
4	Colorado Media School 404 S Upham Street Lakewood , Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Career Services Director	N	0
5	Colorado State University , Colorado Url : www.career.colostate.edu Career Services Manual Posting	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	1

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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	LinkedIn - 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	2
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	N	0

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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@thompsonschoools.org Ryan Kolo	N	0
19	University of Colorado Boulder , Colorado Url : www.careerservices.colorado.edu Career Services Manual Posting	N	0
20	University of Wyoming , Colorado Url : www.uwadmweb.uwyo.edu/cacs/info.asp?p=1400 Career Services Manual Posting	N	0
21	www.mediagignow.com 625 West Adams St. Suite 20-110 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:			4

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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	4/14/2025	Participation in Job Fairs	On April 14, 2025, our SEU participated in the Colorado Broadcasters Association Virtual Job Fair. During the fair, our Market President engaged with attendees by discussing career paths in broadcasting, sharing employment opportunities at iHeartMedia highlighting the role of a Promotion Events Support and Account Executive and answering participant questions.	1	Market President
2	4/25/2025	Establishment of training programs for station personnel	Beginning April 25 – July 31, 2025, our SEU's Region Vice President of Programming was primarily responsible for training, coaching, and mentoring our Outside Account Executive in programming skills to support his career development in the radio industry, as he has aspirations to become an on-air talent. Through this mentorship program, the mentee learned to produce client recording sessions, effectively utilize Adobe Audition, and mix and produce voice work. Over the past year, he has significantly advanced his programming abilities and can now confidently manage any task assigned to him. This mentorship not only maximized his potential but also provided hands-on training that has been instrumental in preparing his skills for future opportunities within the broadcasting and multimedia industry.	2	Regional VP of Programming Account Executive
3	10/24/2025	Participation in Job Fairs	On October 24, 2025, our SEU's Vice President of Sales participated in College Broadcast Inc Career fair. She engaged with job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia.	1	VP of Sales