

KCCY, KCCY-FM, KCSJ, KDZA-FM, KIBT, KKLI, KPHT, KVUU**EEO PUBLIC FILE REPORT****December 1, 2020 - November 30, 2021****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	1-23	20

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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 College 14 E CacheLaPoudre Colo Spgs, Colorado 80903 Phone : 719-389-6893 Email : careercenter@coloradocollege.edu Gretchen Wardell	Y	0
3	Colorado State University 711 Oval Dr Ft. Collins, Colorado 80523 Phone : 970-491-1756 Email : jobposting@colostate.edu Diane Hellbusch	Y	0
4	Colorado State University - Pueblo 2200 Bonforte Blvd Pueblo, CO, Colorado Phone : 719-549-2100 Email : sam.lovato@csupueblo.edu Sam Lovato	Y	0
5	Community Outreach 805 S Tejon St Colo Spgs, Colorado 80903 Phone : 719-578-1227 Email : kcowan@communityoutreachcos.com Karin Cowan Prong 2 Ended Date: 1/14/2021	N	0
6	Devry University 1870 W. 122nd Avenue Westminster, Colorado 80234 Phone : 303-280-7652 Email : dfortier@devry.edu Jon Paul Hernandez	Y	0
7	Glassdoor-Not directly contacted by SEU	N	1

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8	Goods Entertainment/Voice Hunter Colorado Url : www.goodsentertainment.com Email : AGoodman@goodsentertainment.com Adam Goodman	Y	0
9	LinkedIn - Not directly contacted by SEU	N	2
10	LinkedIn-Not directly contacted by SEU	N	1
11	LULAC Educational Service Center 829 N Circle Dr Colo Spgs, Colorado 80909 Phone : 719-637-0037 Email : LNESCSG@aol.com Career Services	Y	0
12	Non-Employee Referral	N	1
13	Pikes Peak Community College 5675 S Academy Colo Spgs, Colorado 80906 Phone : 719-502-3128 Email : sharon.hogg@ppcc.edu Sharon Hogg	Y	0
14	Pikes Peak Workforce 1675 W. Garden of the Gods Colorado Springs, Colorado 80907 Phone : 719-667-3737 Email : tracimarques@elpasoco.com Traci Marques	Y	0
15	Pueblo Community College 900 West Orman Pueblo, Colorado 81004 Phone : 719-549-3036 Email : Lisa.Morales@pueblocc.edu Lisa Morales	Y	0
16	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

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17	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
18	Univ of Colo at Colo Spgs PO Box 7150 Colorado Springs, Colorado 80918 Phone : 719-255-3745 Email : jobhelp@uccs.edu Bev Kratzer	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	2
21	Women's Resource Agency, Inc 750 Citadel Dr. East #3128 Colorado Springs, Colorado 80909 Phone : 719-471-3170 Email : reception@wrainc.org Beth Roalstad	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
23	YWCA 801 N. Santa Fe Ave Pueblo, Colorado 81004 Phone : 719-542-6904 Url : http://www.ywca.org/site/pp.asp?c=diJOJ6OWF&b=6719 Email : zelna@ywcapueblo.com Zelna Joseph	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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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	12/17/2020	Provision of training to management	In December 2020 management took the Harassment Prevention: A Commonsense Approach for Managers Training Course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	President
2	2/2/2021	Participation in Job Fairs	Between 2/8/21 and 2/12/21 our SEU participated in the Colorado Broadcasters Association Virtual Career Fair hosted at broadcastersvirtualjobfair.com . We posted open positions on Career Page and ran promos directing people to apply online for various positions in the broadcast industry. Documentation attached.	3	Sales operations director Market president Sr. VP Of Sales
3	10/15/2021	Provision of training to management	In October 2021, one of our SEU managers 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	SVP of sales
4	11/9/2021	Provision of training to management	On November 9th 2021 The CBA provided a webinar on employment law, FCC EEO compliance, and recruitment challenges in the time of COVID. CBA FCC attorneys Frank Montero and Anne Crump and Colorado employment attorney Diana Fields discussed broadcasters' EEO compliance, employment, and recruiting and reporting obligations under Colorado law and the rules of the FCC. The CBA's legal eagles discussed job fairs, FCC reporting and EEO program compliance, recent changes in Colorado employment requirements, non-competes, and more.	1	President