

KBCO, KBPI, KDSP, KHOW, KOA, KPTT, KRFX, KTCL**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****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
Outside Account Exec. Base + Commission	1-3, 5-6, 8-9, 12-28, 30	30
Colorado Rockies Producer	1-2, 6, 8-9, 12-13, 15-24, 26-28, 30	30
KDSP On-Air Talent	1-3, 6, 8-9, 12-13, 15-24, 26-28, 30	30
Board Operator / Show Producer	1-3, 6, 8-9, 12-13, 16-24, 26-28, 30	30
Outside Sales Account Executive	1-3, 5-6, 8-10, 12-14, 16-23, 26-28, 30	14
Outside Sales Account Executive	1-3, 5-6, 8-10, 12-14, 16-23, 26-28, 30	30
Outside Sales Account Executive	1-3, 5-6, 8-10, 12-14, 16-23, 26-28, 30	30
Outside Sales Account Executive	1-3, 5-6, 8-10, 12-14, 16-23, 26-28, 30	30
Sales & Marketing Coordinator	1-4, 6-9, 12-13, 16-23, 26-30	30
Sales assistance	1-4, 6-9, 12-13, 15-23, 26-28	12
Traffic Manager	1-4, 6-9, 11-13, 15-23, 26-28	11
Outside Sales Account Executive	1-4, 7-9, 12-23, 26-28, 30	30
Outside Sales Account Executive	1-4, 7-9, 12-23, 26-28, 30	14
SVP _ Agency Partnerships	1-2, 4, 6-9, 12-13, 16-17, 19-23, 26-28, 30	30
Director, Agency Partnerships	1-2, 4, 6-9, 12-13, 16-17, 19-23, 26-28, 30	30
Outside Sales Account Executive	1-3, 5-6, 8-10, 12-14, 16-23, 26-28, 30	10

Due to changed contact information and/or e-mail delivery failure, recruiting sources Mesa State College and University of Denver were not notified of certain vacancies. While these sources did not provide the SEU with accurate information prior to the applicable job postings, the SEU has since clarified and/or corrected the information. Due to an error in the SEU's software, recruitment source Career Services at the Metropolitan State College of Denver did not receive job notices during this reporting period. Upon identifying this error, the SEU immediately addressed it to ensure the source receives notification of all future vacancies.

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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	American GI Forum-Mountain States Business Chapter 2660 S. Linley Ct. Denver, Colorado 80219 Phone : 303.934.3433 Email : johnpadilla@comcast.net Fax : 1-303-934-8374 Joe Padilla	N	0
2	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
3	Colorado State University- Ft. Collins 711 Oval Drive Ammons Hall Ft. Collins, Colorado 80523 Phone : 970-491-5707 Url : http://www.career.colostate.edu/ Email : career_info@mail.colostate.edu Fax : 1-970-491-1134 Diane Kull	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 Email : CareerCenter@csupueblo.edu Fax : 1-719-549-2289 Ammons Hall	N	0
5	Current Employee	N	2
6	Denver Indian Center Inc. 4407 Morrison Road Denver, Colorado 80219 Phone : 303- 936-2688 Url : http://www.denverindiancenter.org/ Email : chuck@denverindiancenter.org Fax : 1-303-936-2699 Charles Mills	N	0

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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	directemployers.org(assoc distbutng job pstgs to state wrkfragns & diversity-oriented job boards 9002 N Purdue Rd Ste 100 Indianapolis, Indiana 3178749000 Phone : 0000000000 Url : www.directedemployers.org Heather Hoffman Manual Posting	N	0
9	Emily Griffith Opportunity School 1250 Welton Street Denver, Colorado 80204 Phone : 720-423-4775 Url : http://www.egos-school.com/site/public/CareerCenter Email : jacob.vigil@emilygriffith.edu Jacob Vigil	Y	0
10	Employee Promotion	N	1
11	Former Employee	N	1
12	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	8
13	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
14	Indeed.com	N	5

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15	ITT Technical Institute 500 E 84th Ave Thornton, Colorado Phone : 303-695-6317 Url : http://www.itt-tech.edu/campus/school.cfm?lloc_num Email : prydell@itt-tech.edu Susan Merna Aldapa	N	0
16	Johnston & Wales University 7150 Montview Blvd Denver, Colorado 80220 Phone : 303-256-9300 Url : www.jwu.edu/denver Email : eileen.walsh@jwu.edu Fax : 1-303-256-9381 Eileen Walsh	N	0
17	Lamar Community College 2401 South Main Lamar, Colorado 81052 Phone : 719-336-1537 Url : http://www.lamarcc.edu/student/learning_index.html Email : learning.support@lamarcc.edu Ket Winsor	N	0
18	Mesa State College 1100 North Avenue Grand Junction, Colorado 81501 Phone : 9702481404 Url : www.mesastate.edu/advising/index.html Email : career@coloradomesa.edu Fax : 1-970-248-1267 Career Services	Y	0
19	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

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20	Morgan Community College 920 Barlow Road Ft. Morgan, Colorado 80701 Phone : 970-542-3157 x 3157 Url : www.morgancc.edu/students/guidance-a-placement/car Email : dan.marler@morgancc.edu Dan Marler	N	0
21	National American University 1325 S.Colorado Blvd Suite 100 Denver, Colorado 80222 Phone : 303-876-7100 Url : http://services.national.edu/career_services/ Email : denadmissions@national.edu Fax : 1-303-876-7105 Kim Larson	N	0
22	Ohio Center for Broadcasting 1310 Wadsworth Lakewood, Colorado 80214 Phone : 303-937-7070 Url : www.beonair.com/denver Fax : 1-303-975-0386 Mark Lillie	Y	0
23	Pikes Peak Community College 5675 S. Academy Blvd Colorado Springs, Colorado 80906 Phone : 719- 502-3232 Email : career@ppcc.edu Career Center job posting announcements	N	0
24	Red Rocks Community College 13300 W 6th Ave Box 10 Lakewood, Colorado 80228 Phone : 303-914-6258 Url : http://www.rrcc.edu/jobwatch/ Email : student.employment@rrcc.edu Fax : 1-303-988-6191 Nancy Carlson	N	0
25	Station Website Posting (One or More SEU Stations)	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	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 : suzann.shotts@colorado.edu Fax : 1-303-556-4728 Suzanne Shotts	Y	0
27	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
28	University of North Colorado Campus Box 58 Greely, Colorado 80639 Phone : 970-351-2127 Url : http://www.unco.edu/careers/aboutus/index.html Email : career.services@unco.edu Fax : 1-970-351-1182 Tony Smith	Y	0
29	Unknown (source not adequately identified upon inquiry by SEU)	N	1
30	Word of Mouth Referral	N	21
TOTAL INTERVIEWS OVER REPORTING PERIOD:			42

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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	1/25/2016	Participation in events or programs sponsored by educational institutions	On January 25, 2016, our News Director participated in the Leadership Development Career Networking Night at the University of Colorado, where he spoke with current students about the radio industry and career opportunities in broadcasting.	1	News Director
2	2/3/2016	Participation in events sponsored by community groups	On February 3, 2016, our Program Director participated in a media panel during Art and Media day at CBS 4. 1044 Lincoln St. 80203. During the panel, he spoke to participants about the radio industry and career opportunities in broadcasting.	1	Program Director
3	3/31/2016	Participation in events or programs sponsored by educational institutions	On March 31, 2016, our SEU hosted participants from the Bear Creek High Alternative School for a station tour. SEU participants included our Program Director, Marketing Director, and Mid Day Host, who spoke to the participants about the radio industry and career opportunities in broadcasting.	8	Program Director Marketing Manager Mid Day Host
4	4/19/2016	Participation in events sponsored by community groups	. On April 19, 2016, our SEU hosted students from an information technology class at Denver University for a station tour. SEU participants included our Director of Promotions, On Air Talent, and Program Director, who spoke with the students about the use of technology in the radio business and career opportunities at broadcasting.	8	Director of Promotions On Air Talent Program Director
5	10/22/2016	Participation in Job Fairs	On October 22, 2016, our News Director participated in a job fair at KUSA-TV, where she participated in a panel about the radio industry and spoke with attendees about career opportunities in broadcasting.	8	New Director
6	11/27/2016	Hosting of Job Fair	On November 27, 2016, our SEU hosted an on-air job fair on three SEU stations. On-air talent described job vacancies in the SEU and asked listeners to submit resumes for on air, production, sales, and sales assistant positions.	3	General Sales Manager General Sales Manager