

EEO Public File Report

Employment Unit Covered:

KYGO (AM), KOSI (AM), KKFN (AM), & KEPN (FM)

REPORTING PERIOD:

12/01/2015 - 11/30/2016

Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Job Title	Date Filled	Hire Source	Recruitment Source
KOSI On Air Personality	12/1/2015	All Access	1-55
Client Service Manager	12/14/2015	Client Referral	1-55
KOSI Account Executive	12/21/2015	Employee Referral	1-55
KKFN Account Executive	1/1/2016	Word of Mouth	1-55
KKFN Producer	1/4/2016	Station Website	1-55
KYGO Promotions Director	1/4/2016	Industry Referral	1-55
KKFN Account Executive	1/11/2016	Station Website	1-55
KKFN/KEPN Program Director	1/11/2016	Employee Referral	1-55
KYGO Account Executive	1/13/2016	Industry Referral	1-55
Sales Assistant	1/19/2016	Station Website	1-55
KKFN Account Executive	1/25/2016	All Access	1-55
KKFN On Air Talent	1/25/2016	Employee Referral	Exigent Circumstances
Cluster Account Executive	2/1/2016	Employee Referral	1-55
Promotions Coordinator	2/8/2016	Industry Referral	1-55

KYGO Account Executive	7/18/2016	Employee Referral	1-55
Sales Assistant	7/25/2016	Station Website	1-55
Digital Content Producer	8/1/2016	Employee Referral	1-55
KYGO Account Executive	8/1/2016	Word of Mouth	1-55
KYGO Afternoon Talent	8/1/2016	Denver Users	1-55
Sales Assistant	8/1/2016	Denver Users	1-55
KYGO Account Executive	8/22/2016	Word of Mouth	1-55
Traffic Coordinator	8/29/2016	Employee Referral	1-56
Sales Assistant	9/19/2016	Employee Referral	1-55
KYGO Program Director	10/17/2016	All Access	1-55
Sales Assistant	10/17/2016	Employee Referral	51
HR Business Partner	10/31/2016	Indeed	51, 55
KKFN Account Executive	10/28/2016	Employee Referral	51, 55

Recruitment Source List

RS Number	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Brigham Young University-Hawaii Contact: Keni Kalama Address: 55-220 Kulanui St, Laie, HI, 96762 Phone: 808-675-3244	N	0
2	College America Contact: Danielle Laeme Address: 1385 S. Colorado Blvd #500 Denver, CO 80222 Phone: 801-284-7535	N	0
3	CO Black Chamber of Commerce Address: 410 17th Street #1110 Denver, CO 80202 Phone: 303-831-0720	N	0
4	Colorado Broadcaster Association Contact: Justin Sasso 333 West Hampden Avenue, Suite 400, Englewood, CO 80110 Phone: 720-536-5427	N	2
5	Colorado College Contact: Sarah Greene Address: 14 E. Cache La Poudre St Colorado Springs, CO 80903 Phone: 719.389.6893	N	0
6	Colorado Media School Contact: Debbie Byrd Address: 404 S. Upham St Lakewood, CO 80226 Phone: 303-937-7070	N	0
7	Community College of Aurora Contact: Barbara Lindsay Address: 16000 E. Centretech Pkwy Aurora, CO 80011 Phone: 303-360-4700	N	0
8	Community College of Denver Address: P.O. Box 173363 Denver, CO 80217-3363 Phone: 303-556-2413	N	0
9	Concorde College Address: 111 N. Havan St Aurora, CO 80010 Phone: 720-808-0455	N	0
10	Denver Indian Center Address: 4407 Morrison Rd Denver, CO 80219 Phone: 303-936-2688	N	0
11	Urban League of Metropolitan Denver 700 E. 24 th Avenue, Suite 8, Denver, CO, 80205 Phone: 303-377-2790	N	0
12	Front Range College Contact: Marie Romero Address: 3645 W. 112th Ave Westminster, CO 80031	N	0

	Phone: 970-204-8428		
13	Illinois Center for Broadcasting Address: 530 South State St Chicago, IL 60605 Phone: 872-241-1131	N	0
14	Metropolitan State University Address: 890 Auraria Parkway, Denver, CO 80204 Phone: 303-556-8320	N	0
15	Mi Casa Resource Center Contact: Anne Volcker Address: 360 Acoma Denver, CO 80223 Phone: 303-539-5648	Y	0
16	Miami Media School-Miami Address: 901 S. Miami Ave Suite 303 Miami, FL 33130 Phone: 786-581-8552	N	0
17	New Mexico Highlands University Address: 1005 Diamond St Las Vegas, NM 87701 Phone: 877-850-9064	N	0
18	New Mexico State University Address: 1780 E. University Ave Las Cruces, NM 88003 Phone: 575-646-0111	N	0
19	Ohio Center for Broadcasting Address: 6703 Madison Rd Cincinnati, OH 45227 Phone: 513-271-6060	Y	0
20	Regis University Address: 3333 Regis Boulevard F-12 Denver, CO 80221-1099 Phone: 303-964-5493	N	0
21	Remington College Address: 6050 Erin Park Dr Colorado Springs, CO 80918 Phone: 719-532-1234	N	0
22	Santa Fe Community College Address: 6401 Richards Ave Santa Fe, NM 87508 Phone: 505-428-1000	N	0
23	Servicios de la Raza Address: 4055 Tejon St. Denver, CO 80211 Phone: 303-458-5851	N	0
24	Women's Vision Foundation Address: 360 South Monroe St; Suite 175 Denver, CO 80209 Phone: 303-470-7576	N	0
25	All Access	N	30
26	Denver University Address: Driscoll Student Center South, Suite 30 Phone: 303-871-2150	N	1
27	AMFMJobs Email: jobs@amfmjobs.com	N	0
28	Arapahoe Community College Address: 5900 S Santa Fe Dr Littleton, CO 80120 Phone: 303-797-5809	N	0
29	JobSpider JobSpider.com	N	3

30	PostJobFree PostJobFree.com	N	0
31	On Air Spot	N	1
32	TVandRadioJob	N	0
33	BestRadioJobs	N	0
34	Craigslist (High Rockies) Craigslist.org	N	1
35	University of Colorado Address: Tivoli Student Union Suite 267 Denver, CO 80217 Phone: 303-556-2250	N	1
36	Columbia College Address: 1001 Rogers St Columbia, MO 65216 Phone: 573-875-8700	N	0
37	Colorado Workforce Center Address: 633 17th Street Suite 201 Denver, CO 80202 Phone: 303-318-3660	N	0
38	Pueblo Community College Address: 900 W. Orman Ave Pueblo, CO 81004 Phone: 719-549-3200	N	0
39	Red Rocks Community College Contact: 303-914-6906 Address: 13300 West 6th Ave Lakewood, CO 80228 Phone: 303-914-6906	N	0
40	Pikes Peak Community College Address: 5675 S. Academy Blvd Colorado Springs, CO 80906 Phone: 719-502-2121	N	0
41	Johnson & Wales University-Denver campus Address: 7150 E. Montview Blvd Denver, CO 80220 Phone: 719-502-2000	N	0
42	University of Phoenix Address: 10004 Park Meadows Dr., Lonetree, CO 80124 Phone: 303-755-9090	N	0
43	Platt College Contact: Darla Dolph Address: 3100 S. Parker Rd, Aurora, CO 80014 Phone: 303-369-5151	N	0
44	Westwood College-Denver North Address: 7350 North Broadway, Denver, CO 80221	N	0
45	Westwood College-Aurora Address: 350 Blackhawk St, Aurora, CO 80111	N	0
46	All Denver Users email	N	19
47	Connecting Colorado Employer	N	0

48	Word of Mouth	N	8
49	Employee Referral	N	24
50	Station Website	N	36
51	Bonneville Website	N	4
52	Client Referral	N	1
53	Bulletin Board	N	2
54	Industry Referral	N	10
55	Indeed	N	5
56	Traffic Director's Guide of America Contact: Larry Keene Address: 26000 Avenida Aeropuerto, Bldg. 114, San Juan Capistrano CA 92675 Phone: 949-429-7063	N	0

PERFORMANCE INITIATIVES UNDERTAKEN 12/01/2015 – 11/30/2016

The Unit provides guided tours to students and public groups. During the reporting period, the Unit gave tours to the following groups; 20 students from the Primrose School of Castle Rock on June 23, 2016, 10 people associated with local Girl Scouts Troop 4145 on March 4, 2016, three Boy Scouts from Troop 999 on November 5, 2016, and multiple tours to 5th graders from the International School of Denver on March 10, 2016, providing 40 students an opportunity to learn about the broadcasting industry. As the groups tour the stations, the staff answers questions and share the specific requirements, both educational and professional, required for a variety of positions within the radio industry. The tour allows individuals an opportunity to see a variety of departments and positions involved in radio broadcasting.

During the reporting period, three students from local Denver High Schools participated in a job shadow initiative. The experience provided students a chance to observe and learn about careers in broadcasting. The Unit also participated in a career fair at the Omar Blair K-8 Charter School on June 1, 2016 hosting 50-60 students where staff highlighted different career tracks within broadcasting. During the reporting period the Unit notified the public about career opportunities during On-Air Spots running from 12 am – 12 pm.

Staff from the Unit speak to students and the public about career opportunities in the broadcast industry throughout the year. During the reporting period, one On Air Talent spoke with 250 students at a media conference for middle and high school students on March 2, 2016 in Golden, Colorado. The Unit's Vice President Market Manager serves on the board of the Colorado Broadcasters Association and as the board chair. Through the associations public and industry relationships, it engages college students and young professionals in discussions about radio employment opportunities.

During the reporting period, a total of eight students participated in the Unit's internship program. Schools represented: Colorado Media School (3), Northwestern College (1), Colorado State University (1), Colorado School of Aurora (1),

Mountain Vista High School (1), and University of Colorado – Colorado Springs (1). Participating departments include KKFN and KOSI Programming. Managers work with interns to build skills needed in their particular field of interest as well as connect them with other resources within the industry. Interns are able to gain a firsthand understanding of the industry to learn about what a career in broadcast entails.