

EEO Public File Report

Employment Unit Covered:

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

REPORTING PERIOD:

12/01/2018-11/30/2019

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	Advertising Area
On-Air Talent	12/01/2018	Internal Promote	See Recruitment Source List	Radio
On-Air Host	01/01/2019	Internal Promote	See Recruitment Source List	Radio
Account Executive	01/08/2019	Career Page	See Recruitment Source List	Radio
Program Director	02/15/2019	Internal Promote	See Recruitment Source List	Radio
Traffic Log Editor - Temporary	3/18/2019	Employee Referral	See Recruitment Source List	Radio
KKFN/KEPN Digital Sports Editor	04/01/2019	Employee Referral	See Recruitment Source List	Radio
KKFN On-Air Host	04/22/2019	Work in Sports	See Recruitment Source List	Radio
Executive Producer	04/22/2019	Employee Referral	See Recruitment Source List	Radio
Program Director	04/25/2019	Internal Promote	See Recruitment Source List	Radio
Producer	05/06/2019	Internal Promote	See Recruitment Source List	Radio
General Sales Manager	05/13/2019	Employee Referral	See Recruitment Source List	Radio
Traffic Log Editor	05/13/2019	Employee Referral	See Recruitment Source List	Radio
Promotions Coordinator	05/15/2019	Indeed	See Recruitment Source List	Radio
Account Executive	05/20/2019	Employee Referral	See Recruitment Source List	Radio
Traffic Log Editor	06/03/2019	Career Page	See Recruitment Source List	Radio
KKFN/KEPN Producer	06/03/2019	Internal Promote	See Recruitment Source List	Radio

Corporate Traffic Team	06/10/2019	Internal Promote	See Recruitment Source List	Radio
Promotions Supervisor	06/17/2019	Employee Referral	See Recruitment Source List	Radio
Sales Assistant	06/17/2019	Career Page	See Recruitment Source List	Radio
Traffic Log Editor	06/24/2019	Glassdoor	See Recruitment Source List	Radio
Account Executive	07/22/2019	Employee Referral	See Recruitment Source List	Radio
Full-time Receptionist	07/30/2019	Indeed	See Recruitment Source List	Radio
General Sales Manager	08/05/2019	Employee Referral	See Recruitment Source List	Radio
Production Manager	09/16/2019	All Access	See Recruitment Source List	Radio
Sales Assistant	09/23/2019	Career Page	See Recruitment Source List	Radio
Account Executive	10/01/2019	Connection in the company	See Recruitment Source List	Radio
Radio Sales Account Manager	10/01/2019	Current Worker	See Recruitment Source List	Radio
Sports Marketing Executive	10/01/2019	Career Page	See Recruitment Source List	Radio
Digital Production Assistant	10/07/2019	Connection in the company	See Recruitment Source List	Radio
Digital Optimization Specialist	10/14/2019	Market Referral	See Recruitment Source List	Radio
Sales Account Manager	11/01/2019	Indeed	See Recruitment Source List	Radio

Total Number of Interviewees For All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
All Access	9
Career Page	23
Employee Referral	46
Internal Candidate	4
Glassdoor	7
Indeed	37
LinkedIn	1
Market Referral	19
University of Colorado Boulder	1
Work in Sports	6
Total:	153

PERFORMANCE INITIATIVES UNDERTAKEN 12/01/2018 – 11/30/2019

During the reporting period, the unit offered four (4) job shadow opportunities: A KKFN On-Air Host hosted a graduate from the University of Colorado Media Program who wished to gain exposure to the sports broadcasting industry (January 19, 2018). A KKFN Program Director hosted a sports broadcasting candidate who wished to ask questions and learn about careers with KKFN (July 16, 2019). A Sales Manager hosted Lutheran High School student who wished to gain information about media sales and broadcasting (September 20, 2019). A KYGO Music Director hosted a University of Colorado graduate interested in radio production (October 3, 2019). The job shadow opportunities enable the participants to observe and learn about many aspects of a radio station. Employees share their experiences and educational backgrounds for a variety of careers in broadcasting.

The Employment Unit participates in a company-wide mentorship program: This mentoring initiative pairs employees with a mentor to give employees (mentors and mentees) an opportunity to develop professional relationships, skills and attributes that will help them progress in their career development. This program is a six (6) month commitment and employees from all departments are encouraged to participate. Nov 2018 – April 2019 & June 2019 – Currently in Session.

The Employment Unit participates in a company-wide Leadership Development and Training Program: This program is designed to help our current and future leaders improve their leadership skills by providing important tools, training and resources. Participants go through a 360 assessment to discover their leadership competencies, attend workshops and receive 1:1 coaching from our HR team.

During the reporting period, the Unit participated in four (4) job fairs to promote career and job opportunities in the broadcasting industry: Colorado Broadcasters Virtual Job Fair Weeks (January 14, 2019 through January 18, 2019 and May 13, 2019 through May 17, 2019), University of Colorado Spring 2019 College of Arts and Media Internship and Job Fair (April 1, 2019), and Colorado Broadcasters Association Career Fair (November 13, 2019). In addition to participating in the career/job fairs, the unit also supported the events by providing on-air messaging to encourage attendance, and the Unit's HR Manager responded directly to attendees who expressed interest in posted positions.

The Unit provided multiple tours throughout the reporting period. Between the dates of March 5, 2019 through April 26, 2019, a KYGO Promotions Supervisor led 24 station tours to winners of the Spring KYGO Double your Paycheck Winners. These tours shared allowed the individuals an opportunity to see a variety of departments and positions involved in local radio broadcasting. As the groups tour the stations, the supervisor will answer questions and share the specific requirements, both educational and professional, required for a variety of positions within the television and radio industry. The unit also offered a tour to a Non-Profit Organization, Colorado 811, on February 19, 2019. This tour allowed the group to learn about broadcast media and the partnerships stations can offer to local non-profit organizations.

Personnel from the Unit spoke to the public about the industry at the 2019 Conclave Learning Conference. KYGO Program Director Brian Michel and KOSI Program Director Jim Lawson participated in a panel discussion called “Promotions: The World Is Unmoved by Your Prize Wheel” (June 19, 2019 through June 21, 2019). The discussion was focused how to engage the community and stand out against other employers. The Conclave Learning Conference Show is for both professionals currently in the Broadcast Industry and for individuals looking to gain knowledge about careers in the Broadcast Industry.

Recruitment Source List

The following sources have been notified of job openings. Sources designated with a * have requested to be notified of job openings.

Media Type	Recruitment Source
Radio	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy #210-5 Malibu, CA 90265 Phone: (310) 457-6616
Radio	Brigham Young University – Hawaii Contact: Keni Kalama Address: 55-220 Lulanui St. Laie, HI 96762 Phone: 808-675-344
Radio	Career Page Careerpage.org
Radio	Colorado Broadcaster Association Contact: Justin Sasso 333 West Hampden Avenue, Suite 400, Englewood, CO 80110 Phone: 720-536-5427
Radio	Colorado State University Contact: career_info@mail.colostate.edu Address: Fort Collins, CO 80523 Phone: (970) 491-1540
Radio	Glassdoor Contact: Glassdoor, Inc. Address: 100 Shoreline Highway Mill Valley, CA 94941 Phone: (888) 355-9323
Radio	Indeed Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 84119 Phone: (801) 973-6484
Radio	Metropolitan State University Address: 890 Auraria Parkway, Denver, CO 80204 Phone: 303-556-8320
Radio	Mi Casa Resource Center* Contact: Anne Volcker

	Address: 360 Acoma Denver, CO 80223 Phone: 303-539-5648
Radio	Ohio Center for Broadcasting* Address: 6703 Madison Rd Cincinnati, OH 45227 Phone: 513-271-6060
Radio	Pueblo Community College Address: 900 W. Orman Ave Pueblo, CO 81004 Phone: 719-549-3200
Radio	University of Colorado Boulder Contact: career@colorado.edu Address: Boulder, Colorado 80309 Phone: (303) 492-6541
Radio	University of Colorado Denver Address: Tivoli Student Union Suite 267 Denver, CO 80217 Phone: 303-556-2250
Radio	University of Northern Colorado Contact: career.services@unco.edu Address: 501 20 th Street, Greeley, CO 80639 Phone: (970) 351-2127
Radio	Work in Sports Workinsports.com Email: postajob@workinsports.com