

KCCY, KCCY-FM, KCSJ, KDZA-FM, KIBT, KKLI, KPHT, KVUU**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
Account Executive	1-7, 9-10, 13-28, 30-34	27
Account Executive	1-7, 9-10, 13-26, 28-34	33
Account Executive	1-11, 13-26, 28, 30-32, 34	11
Market President	1-10, 12-17, 20-26, 28, 30-32, 34	12

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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	All Access Colorado Url : www2.allaccess.com Fax : 1-615-252-4838 Career Services	N	0
2	American Broadcasting School 712 N Watson Rd Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	Y	0
3	Colo Assoc of Black Journalists PO Box 48192 Denver, Colorado 80204 Email : amani@hotmai.com Amani Ali	Y	0
4	Colorado Broadcasters Assoc Colorado Phone : 970-547-1388 Url : www.coloradobroadcasters.org Marilyn Hogan Manual Posting	N	0
5	Colorado College 14 E CacheLaPoudre Colo Spgs, Colorado 80903 Phone : 719-389-6893 Email : careercenter@coloradocollege.edu Gretchen Wardell	Y	0
6	Colorado State University 711 Oval Dr Ft. Collins, Colorado 80523 Phone : 970-491-1756 Diane Hellbusch Manual Posting	Y	0
7	Colorado State University - Pueblo 2200 Bonforte Blvd Pueblo, CO, Colorado Phone : 719-549-2100 Email : sam.lovato@csupueblo.edu Sam Lovato	Y	0

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8	Colorado State University-Pueblo 2200 Bonforte Blvd Pueblo, Colorado 81001 Phone : 719-549-2980 Email : careercenter@csupueblo.edu Michelle Gjerde	Y	0
9	Community Outreach 805 S Tejon St Colo Spgs, Colorado 80903 Phone : 719-578-1227 Email : kcowan@communityoutreachcos.com Karin Cowan	Y	0
10	Devry University 1870 W. 122nd Avenue Westminster, Colorado 80234 Phone : 303-280-7652 Email : coloradojobleads@devry.edu Tanya Terrell	Y	0
11	Employee Referral	N	1
12	Former Employee	N	1
13	Goods Entertainment/Voice Hunter Colorado Url : www.goodsentertainment.com Email : adam@goodsentertainment.com Adam Goodman	Y	0
14	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	0
15	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

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16	LinkedIn New York n/a n/a Manual Posting	N	0
17	LULAC Educational Service Center 829 N Circle Dr Colo Spgs, Colorado 80909 Phone : 719-637-0037 Email : LNESCSG@aol.com Career Services	Y	0
18	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Url : www.emmyawards.tv Email : office@emmyawards.tv Fax : 1-303-722-0924 Audrey Elling	N	0
19	Ohio Center for Broadcasting, Co. Campus 5800 W. Alameda Ave. Suite A Denver, Colorado 80226 Phone : 303-937-7070 Fax : 1-303-975-0386 Dan Smith	N	0
20	On-Air Announcements (one or more SEU stations) Colorado Springs, Colorado Phone : 719-540-9200 Chrissy Adsit Manual Posting	N	0
21	Pikes Peak Community College 5675 S Academy Colo Spgs, Colorado 80906 Phone : 719-502-3128 Email : sharon.hogg@ppcc.edu Sharon Hogg	Y	0
22	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Pueblo Chieftain 825 W. 6th Street Pueblo, Colorado 81003 Phone : 544-3520 Ext. 547 Url : chieftain.com Robin Runco Manual Posting	N	0
24	Pueblo Community College 900 West Orman Pueblo, Colorado 81004 Phone : 719-549-3036 Email : Ruth.White@pueblocc.edu Ruth White	Y	0
25	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
26	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
27	Re-hire	N	1
28	Society of Broadcast Engineers 2519 Parkwest Drive N.W. Albuquerque, New Mexico 87120 Tom Goldberg Manual Posting	N	0
29	Station Website Posting (One or More SEU Stations)	N	1
30	Station Websites (all SEU stations) Colorado Springs, Colorado Phone : 719-867-3245 Rameen Madani Manual Posting	N	0

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31	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
32	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
33	Word of Mouth Referral	N	3
34	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 : brandi@ywcapueblo.com Brandi Moore	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	2/1/2016	Participation in Job Fairs	In February 2016, our SEU participated in the Colorado Broadcasters Association Virtual Job Fair. The fair lasted for a week. Our SEU ran advertisements on-air to publicize different job opportunities, directing potential applicants to apply online through a designated web portal.	2	Market President Business Manager
2	3/23/2016	Co Sponsoring Job Fair	On March 23, 2016, our SEU co-sponsored the Put Coloradans To Work job fair. Our SEU partnered with the Colorado Springs Gazette, Monster.com and Springsjobs.com to plan and organize the fair. Our SEU helped recruit employer participants for the fair, advertised the event on-air, and coordinated event logistics. At the fair, our SEU also set up a booth to collect resumes and talk to candidates about job openings. SEU participants included our Vice President of Sales and Promotions Director.	3	VP Sales Promotions Director Executive Assistant
3	6/16/2016	Participation in events sponsored by community groups	On June 6, 2016, our SEU sponsored the Summer Mixer at the local Space Foundation, a networking event designed for media professionals to meet and greet members of the community interested in the industry. At the event, our SEU's Executive Assistant spoke with attendees about her career in the broadcasting industry.	2	Business Manager Exec Admin/EEO Coordinator
4	7/25/2016	Establishment of training programs for station personnel	During the reporting period, our SEU's Sales Assistant and Sales Manager established a training program to enable our SEU's receptionist to qualify for higher level sales positions. Over the course of a week, our receptionist received training in all aspects of our sales department and learned about the skills needed to launch a successful sales career in broadcasting.	2	Sales Assistant Receptionist

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5	9/1/2016	Establishment of a mentoring program	From September through November 2016, our SEU's Business Manager mentored one of our Executive Assistants to provide career guidance and training in business management skills. As part of the program, our Business Manager and Executive Assistant met weekly to discuss different management skills, including how to review variance reports, budgets, forecasts, and other analytics.	2	Business Manager Executive Admin
6	9/7/2016	Participation in Job Fairs	On September 7, 2016, our SEU participated in the Pikes Peak Workforce Fall job fair, hosted at the Hotel Elegante. At the fair, our SEU set up a booth to collect resumes and talk to candidates about job openings. SEU participants included our Promotions Director and EEO Coordinator.	2	Promotions Director Executive Admin/EEO Coordinator
7	10/17/2016	Participation in Job Fairs	In October 2016, our SEU participated in the Colorado Broadcasters Association Virtual job fair. The fair spanned several days. Our SEU ran advertisements on-air to publicize different job opportunities, directing potential applicants to apply online through a designated web portal.	3	Vice President, Sales Promotions Director Executive Admin
8	10/21/2016	Participation in events or programs sponsored by educational institutions	On October 21, 2016, one of our SEU's Account Executives spoke to students at Heroes Academy about career opportunities in the broadcast industry.	1	Account Executive
9	11/11/2016	Participation in events or programs sponsored by educational institutions	On November 11, 2016, our SEU's Programming Manager spoke with students at the Pueblo School for Art and Science about career opportunities in the broadcast industry.	1	Programming Manager