

**KYGO-FM, KKFN-FM, KEPN-AM, KOSI-FM**  
**7/17/15 – 11/30/15**  
**EEO PUBLIC FILE REPORT**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant	1-39	15
Sales Assistant	1-39	33
Account Executive	1-39	33
Account Executive	1-39	35
Account Executive	1-39	32
Program Director	1-39	18
Executive Producer	1-39	18
National Sales Coordinator	1-58	19
Traffic Coordinator	1-58	32
Promotions Director	1-58	16

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Colorado Black Chamber of Commerce 410 17 <sup>th</sup> Street #1110 Denver, CO 80202 303-831-0720	N	0
2	Columbia College 14241 E. 4th Ave Bldg 5 Aurora, CO 80011	N	0
3	Community College of Aurora Barbara Lindsay 16000 E. Centretech Pkwy Aurora, CO 80011	N	0
4	Denver Indian Center Inc. 4407 Morrison Rd Denver, CO 80219 303-936-2688	N	0
5	MI CASA Resource Center for Women 360 Acoma Denver, CO 80223 303-573-1302	Y	0
6	Colorado Media School 404 S. Upham St Lakewood, CO 80226 303-937-7070	N	1
7	Ohio Center for Broadcasting 9885 Rockside Rd; Suite 190 Valley View, OH 44125 216-503-5900	Y	0
8	Regis University 3333 Regis Boulevard F-12 Denver, CO 80221-1099 303-964-5493	N	0
9	Servicios De La Raza 4055 Tejon St. Denver, CO 80211 303-458-5851	N	0
10	University of Colorado-Denver 1250 14 <sup>th</sup> Street Denver, CO 80201 303-556-6219	N	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
11	Urban League of Denver 2015 York St Denver, CO 80205	N	0
12	Women's Vision Foundation 360 South Monroe St; Suite 175 Denver, CO 80209 303-470-7576	N	0
13	Community College of Denver-Auraria Campus P.O. Box 173363 Denver, CO 80217-3363 303-556-2413	N	0
14	Hispanic Chamber of Commerce 924 W Colfax Ave; #104F Denver, CO 80204 303-629-0102	N	0
15	Station Websites KYGO.COM, 1043THEFAN.COM, 1600THEZONE.COM KOSI101.COM	N	13
16	All Denver Users email	N	5
17	Internal Posting—Bulletin Boards	N	0
18	All Access Job Board Job Postings www.allaccess.com	N	13
19	Colorado Broadcasters Association P.O. Box 2369 Breckenridge, CO 80424 www.coloradobroadcasters.org	N	1
20	University of Denver Career Center 2050 E. Evans, Suite 30 Denver, CO 80208 303-871-2150	N	1
21	AMFMJobs.com jobs@amfmjobs.com	N	0
22	Arapahoe Community College Career Center 5900 S Santa Fe Dr Littleton, CO 80120 303-797-5809	N	0
23	Jobing.com 1760 Platte Street, Suite 200 Denver, CO 80202 303-327-3377	N	0
24	JobSpider.com	N	2
25	PostJobFree.com	N	0

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26	On Air Spot	N	0
27	PostMeUp.com	N	0
28	DirectEmployers.com	Y	0
29	ResumeBucket.com	N	0
30	TVandRadioJobs.com	N	3
31	BestRadioJobs.com	N	0
32	Employee Referral	N	3
33	Industry Referral	N	5
34	Self-Referral/Walk-In	N	2
35	Word of Mouth	N	4
36	Craigslist.org	N	1
37	Illinois Center for Broadcasting 530 South State St Chicago, IL 60605	N	0
38	Ohio Center for Broadcasting 6703 Madison Rd Cincinnati, OH 45227	N	0
39	Miami Media School 901 S. Miami Ave Suite 303 Miami, FL 33130	N	0
40	Front Range College 3645 W. 112 <sup>th</sup> Ave Westminster, CO 80031	N	0
41	New Mexico State University 1780 E. University Ave Las Cruces, NM 88003	N	0
42	College America 1385 S. Colorado Blvd #500 Denver, CO 80222	N	0
43	Santa Fe Community College 6401 Richards Ave Santa Fe, NM 87508	N	0
44	New Mexico Highlands University 1005 Diamond St Las Vegas, NM 87701	N	0
45	Colorado College 14 E. Cache La Poudre St Colorado Springs, CO 80903	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
46	University of Colorado Tivoli Student Union Suite 267 Denver, CO 80217	N	0
47	Columbia College 1001 Rogers St Columbia, MO 65216	N	0
48	Colorado Workforce Center 633 17 <sup>th</sup> Street Suite 201 Denver, CO 80202	N	0
49	Pueblo Community College 900 W. Orman Ave Pueblo, CO 81004	N	0
50	Red Rocks Community College 13300 West 6 <sup>th</sup> Ave Lakewood, CO 80228	N	0
51	Pikes Peak Community College 5675 S. Academy Blvd Colorado Springs, CO 80906	N	0
52	Johnson & Wales 7150 E. Montview Blvd Denver, CO 80220	N	0
53	Platt College 3100 S. Parker Rd Aurora, CO 80014	N	0
54	Concorde College 111 N. Havan St Aurora, CO 80010	N	0
55	Remington College 6050 Erin Park Dr Colorado Springs, CO 80918	N	0
56	University of Phoenix 10004 Park Meadows Dr Lonetree, CO 80124	N	0
57	Westwood College-Denver North 7350 North Broadway Denver, CO 80221	N	0
58	Westwood College-Aurora 350 Blackhawk St Aurora, CO 80111	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>54</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Program	The KYGO Promotions Department had interns during the reporting period. The interns earned academic credit hours, trained in all aspects of promotions such as concert and event set-up and contest scheduling. Two students participated in this program during the annual reporting period.
<b>2</b>	Internship Program	The KKFN Programming Department had interns during the reporting period. The interns earned academic credit hours, trained in prize coordination, digital editing techniques, and call screening. Fifteen students participated in this program during the annual reporting period. Two interns were hired as part time employees.
<b>3</b>	Other Programs Designed to Promote Outreach Generally	Throughout the reporting period, all of the stations in the Employment Unit used available inventory to broadcast a 30-second on-air EEO recruitment alert.
<b>4</b>	Participation in Scholarship Program	The Employment Unit's General Manager is Director of the Colorado Broadcasters 2014-2015 education committee to coordinate scholarship funds for four-year, vocational and continuing education scholarships. He helped solicit member colleges/universities, training schools and member stations for scholarship applications, and select recipients for scholarships.
<b>5</b>	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	A KYGO On Air Talent was an instructor at Colorado Media School in September 2015. All aspects of the radio industry were discussed including careers that are available. Classes focused on the skills necessary to be successful in radio were taught. 15 students took the course.

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>6</b>	Participation in Job Fair	From October 19 through October 23, 2015, the Employment Unit participated in the Broadcasters Virtual Job Fair sponsored by the Colorado Broadcasters Association. The Employment Unit's Human Resource Director provided information on opportunities in broadcasting and current job opportunities with attendees.
<b>7</b>	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	On October 27, 2015, a KKFN On Air Talent had an individual from Oak Park Preparatory Academy job shadow him to learn more about the radio industry and the jobs available in radio.
<b>8</b>	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	A KYGO On Air Talent was an instructor at Colorado Media School in October 2015. All aspects of the radio industry were discussed including careers that are available. Classes focused on the skills necessary to be successful in radio were taught. 14 students took the course.
<b>9</b>	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	On November 3, 2015, a KYGO On Air Talent had an individual from the University of Colorado job shadow her to learn more about the radio industry and the jobs available in radio.