

EEO Public File Report

Employment Unit Covered:

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

REPORTING PERIOD:

12/01/2016-11/30/2017

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 |
|---|-------------|-----------------------|-----------------------------|------------------|
| Radio Local Sales Manager | 1/23/2017 | Employee Referral | See Recruitment Source List | Radio |
| Account Executives: Bonneville Denver | 3/20/2017 | Walk-In/Self Referred | See Recruitment Source List | Radio |
| On Air Host – The Fan | 3/27/2017 | Employee Referral | See Recruitment Source List | Radio |
| KYGO Morning Show Host | 4/3/2017 | All Access | See Recruitment Source List | Radio |
| Sales Assistant | 4/26/2017 | Denvercareers Email | See Recruitment Source List | Radio |
| Promotions Leader | 5/1/2017 | Indeed | See Recruitment Source List | Radio |
| Sales Account Executive | 6/12/2017 | Radio Ad | See Recruitment Source List | Radio |
| Account Executives: Bonneville Denver | 6/19/2017 | Employee Referral | See Recruitment Source List | Radio |
| Video Content Producer | 7/10/2017 | Employee Referral | See Recruitment Source List | Radio |
| Promotions Supervisor | 7/25/2017 | Indeed | See Recruitment Source List | Radio |
| Morning Show Host – KOSI 101.1 | 8/1/2017 | Employee Referral | See Recruitment Source List | Radio |
| KYGO Morning Show Host | 8/28/2017 | All Access | See Recruitment Source List | Radio |
| Bonneville International Corp. Accounts Payable Clerk | 10/9/2017 | 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 |
|--|--|
| No Source Defined | 5 |
| All Access | 14 |
| Classified Ad/Publications | 2 |
| Denvercareers Email | 1 |
| Employee Referral | 22 |
| Glassdoor | 5 |
| Indeed | 40 |
| Internal Applicant | 1 |
| Internet | 8 |
| LinkedIn | 11 |
| Ohio and Illinois Centers for Broadcasting | 1 |
| Radio Ad | 1 |
| Walk-In/Self Referred | 8 |
| Work in Sports | 2 |
| ZipRecruiter Organic | 3 |
| Total: | 124 |

PERFORMANCE INITIATIVES UNDERTAKEN 12/01/2016 – 11/30/2017

The Unit provides guided tours to students and public groups. During the reporting period, the Unit gave tours to the following groups: a Girl Scout troop consisting of 9 girls and 3 adults visited the station on June 6, 2017; the Tennyson Center visited in July 2017. The tours were provided by members of the Promotions Department, including the Unit's Promotions Supervisor and Promotions Director. As the groups tour the stations, the staff answers questions and shares 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, the Unit participated in four Virtual Job Fairs, hosted by the Colorado Broadcasters Association: January 30-February 3, 2017; May 8-12, 2017; August 14-18, 2017; and October 16-20, 2017. During the course of each job fair, the Unit notified the public about career opportunities during On-air Spots. The Unit's HR Business Partner and HR Coordinator responded directly to attendees who expressed interested in posted positions.

Staff from the Unit spoke to students and the public about career opportunities in the broadcast industry throughout the year. During the reporting period, a group of On Air Talent from the KYGO Morning Show spoke at the Media School on October 18, 2017. The Unit's Vice President/Market Manager spoke with the Colorado Black Roundtable on October 27, 2017 and also serves on the board of the Colorado Broadcasters Association.

During the reporting period, one student from Arizona State University participated in the Unit's internship program with the Promotions Department. Managers worked with the intern to build skills needed in their particular field of interest as well as to connect them with other recourses within the industry. Interns are able to gain a firsthand understanding of the industry to learn about what a career in broadcast entails.

Recruitment Source List

The following sources have requested notification 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 | Alliance for Education Contact: Leslie Rodden Address: 601 North E Street, San Bernardino, CA 92410 Phone: (909) 777-0850 |
| 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 | Concordia University Contact: Victoria Jaffe Address: 1530 Concordia, Irvine, CA 92612 Phone: (949) 854-8002 |
| 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 | Cal Jobs Contact: Norma Gallegos Address: 11623 Glenoaks Blvd, Pacoima, CA 91331 Phone: (818) 890-9421 |
| Radio | Employment Development Department Contact: Paz McNeel Address: 315 West 9 th Street #100 Los Angeles, CA 90015 Phone: (213) 833-7900 |

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| Radio | Indeed Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 84119 Phone: (801) 973-6484 |
| Radio | Illinois Center for Broadcasting Address: 530 South State St Chicago, IL 60605 Phone: 872-241-1131 |
| 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 | San Diego State University Contact: Patricia Nieves Address: 5500 Campanile Drive, San Diego, CA 92182 Phone: (619) 594-6509 |
| 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 | USC/Anneberg School for Communication Contact: Megan Hutass Address: 3502 Watt Way, Los Angeles CA 90089 Phone: (213) 821-1514 |
| Radio | USC/Career Planning & Placement Contact: Erika Rodriguez Address: 3601 Trousdale Parkway STU B-1, Los Angeles, CA 90089 Phone: (213) 740-9647 |

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| Radio | West Los Angeles College Contact: Darrell Roberson Address: 9000 Overland Ave. A13, Los Angeles, CA 90230 Phone: (310) 287-4257 |
| Radio | Westwood College Contact: Aisha Hickman Address: 3250 Wilshire Blvd. #400, Los Angeles, CA 90010 Phone: (213) 739-9999 |
| Radio | Whittier College Career Services Contact: Aracely Torres Address: 13406 E. Philadelphia Street P.O Box 634 Whittier, CA 90608 Phone: (562) 907-4230 |
| Radio | Work in Sports Workinsports.com Email: postajob@workinsports.com |