

KBPI, KCOL, KIIX, KOLT-FM, KPAW, KSME, KXBG
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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
Sales	1-14, 16	13
Sales	1-14, 16	8
Receptionist	1-4, 6-12, 14-16	9
Sales	1-4, 6-12, 14-16	15
Sales	1-4, 6-12, 14-16	7

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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	Asian-Pacific American Student Services 212 Lory Student Center, CSU Fort Collins, Colorado 80523 Phone : 970-491-6154 Email : debra.patel@colostate.edu Debra Patel	Y	0
2	Black Student Center 204 Lory Student Center, CSU Fort Collins, Colorado 80524 Phone : 970-491-5781 Email : baacc_email@mail.colostate.edu Bridgette Johnson	N	0
3	DirectEmployers Association Inc. (association distributing job postings to state and/or local job banks) 9002 N Purdue Rd Ste 100 Indianapolis, Indiana 46268 Tom Eckhart	N	0
4	El Centro Student Services 178 Lory Student Center, CSU Fort Collins, Colorado 80524 Phone : 970-491-5722 Email : guadalupe.salazar@colostate.edu Lupe Salazar	N	0
5	Employee Referral	N	1
6	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	3
7	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	1
8	Indeed.com - Not Directly Contacted by SEU	N	7
9	LinkedIn-Not directly contacted by SEU	N	3

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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
10	Marcus Garvey Center 928 20th Street Campus Box 41 Greeley, Colorado 80639 Phone : 970-351-2351 Email : catelin.corbin@unco.edu Cateline Corbin	N	0
11	Native American Student Services 218 Lory Student Center, CSU Fort Collins, Colorado 80524 Phone : 970-491-1332 Email : tyrone.smith@colostate.edu Tyrone Smith	Y	0
12	Ohio Center of Broadcasting 1310 Wadsworth Blvd Denver, Colorado Phone : 303-937-7070 Email : dbyrd@beonair.com Debbie Byrd	N	0
13	Station Website (navigation link to corporate careers website)	N	1
14	Thompson School District - School to Work Alliance Program 427-B N. Railroad Ave. Loveland, Colorado 80537 Phone : 970-669-8349 Email : ryan.kolo@thompsonschoools.org Ryan Kolo	Y	0
15	Unknown (source not adequately identified upon inquiry by SEU)	N	2
16	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			18

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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	3/13/2019	Participation in events or programs sponsored by educational institutions	Our SEU Program Director participated in the AIMS Community College's Young AmeriTowne in Greeley, CO. Station participants discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting.	1	On Air Talent
2	4/12/2019	Participation in events or programs sponsored by educational institutions	On April 12, 2019, our SEU participated in a career day at Centennial Elementary School. Our SEU's On-Air Talent spoke with students about career opportunities in the broadcasting industry.	1	On Air Talent
3	6/4/2019	Participation in Job Fairs	On June 4, 2019, our SEU participated in a job fair hosted by the Greeley Tribune. Station participants discussed careers in radio with interested attendees, accepted resumes, and handed out information about iHeartMedia.	6	Promotions Director Promotions
4	6/15/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted Boy Scouts of America for a station tour. Station participants guided scout members and leaders through our station facilities for a "behind-the-scenes" look at broadcast operations. They allowed scout members and leaders to follow our Program Director's workday for a behind-the-scenes" look at programming operations, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting, discussed internship opportunities, and handed out station info and swag.	1	On Air Talent
5	6/26/2019	Participation in events or programs sponsored by educational institutions	Our SEU's Account Executive participated in the Western States Bank's Summer Internship at the station studios located in Loveland, CO. The participants toured the station and saw a "behind-the-scenes" look at broadcast operations and the workday, discussed internship and employment opportunities in broadcasting, and handed out station info and swag.	1	Account Executive

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	10/21/2019	Participation in Job Fairs	On October 21, 2019, our SEU participated in a job fair hosted by the NoCo Networking group. Station participants discussed careers in radio with interested attendees, accepted resumes, and handed out information about iHeartMedia.	6	Promotions Director
7	11/5/2019	Participation in Job Fairs	On November 5, 2019, our SEU participated in a job fair hosted by the Greeley Tribune. Station participants discussed careers in radio with interested attendees, accepted resumes, and handed out information about iHeartMedia.	6	Promotions Director Promotions