

KPOF, Denver
EEO PUBLIC FILE REPORT
12/01/18 – 11/30/2019

(Note: 12-month period is determined by FCC license renewal filing date and not on calendar basis)

The Pillar of Fire Church, the licensee of Station KPOF, is a religious broadcaster as defined by the regulations of the Federal Communications Commission. *See 47 C.F.R. § 73.2080(c)(1); Review of the Commission's Broadcast and Cable Equal Employment Opportunities and Policies*, 17 FCC Red 24108 (2002). As a religious Broadcaster, KPOF has established a religious qualification for all employee positions at KPOF. In accordance with the FCC's rules, KPOF makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified based for employment on their religious belief or affiliation. Listed below are the full-time vacancies filled during this reporting period, followed by a master list of recruitment sources used during the period to solicit applicants.

I. VACANCY LIST

There have been no vacancies in the past 12-month period.

II. KPOF, Denver - EEO Initiatives
Public File Copy
12/01/18-11/30/2019

December 01, 2018 – November 30, 2019 – Job Inquiries

Source: We received a letter from a listener asking for a list of Christian employers.

We responded on March 27, 2019, that we do not have a list of Christian employers. We referred her to Christianjobs.com to find a listing of ministries, churches, and Christian businesses that are hiring. We wrote that there were no openings at AM 91, but that she was welcome to submit her resume and we would keep it on file for three months and refer to it if there was an opening in the future. She did not submit a resume.

Source: There was one job inquiry during this period.

The applicant's letter was postmarked April 5, 2019. She sent a resume, copy of the obituary of her mentor, a copy of an email from her American Broadcasting School instructor, and a photo of herself with her diploma. We responded on April 18, 2019 letting her know that we had no current openings, but that we would retain her resume for a period of three months. She was invited to apply again after that time if she wished for us to keep her resume active.

Ongoing Volunteer Opportunities:

Source: Station Initiated Within the Public

Monthly opportunities are offered on varied days for volunteers to assist staff with office duties. Five people were trained and assisted staff. Most activities take place during the third week of the month when donor statements are mailed.

April 26, 2018 – Present – Wheels for the World

Source: Joni and Friends – 818-707-5664

This is an outreach that allows us to interact with our listeners and members of the public. Wheelchairs and non-electric mobility devices are either brought to the radio station, or staff members pick them up from people wanting to donate them. Educating people about what the radio station does and how they can be involved is a part of our community outreaches. Opportunities are always available for job inquiries at the station or out in the community. We have gotten no job inquiries.

May 6, 2019 – Employment Policy Review

Source: Station Initiated

The General Manager conducted a self-analysis of the recruitment efforts to ensure that AM 91 achieves outreach in the community. EEO efforts were found to be undertaken and executed. The station was found to have disseminate the stations EEO policies to employees and job applicants.

May 9-11, 2019 – Volunteer Opportunities (Internships)

Source: Station Initiated

Volunteer opportunities were offered to people to work alongside the staff during our Spring fundraiser. Five volunteers were trained to assist with phones, office duties, and greeting visitors during the week. Visitors were allowed to interact with staff, ask questions, and see the full operation.

May 11, 2019 – Open House

Source: Station Initiated

The building was open to the public from 10:00 a.m. to 2:00 p.m. Visitors met the staff and learned about the station. A hymn sing was hosted and refreshments were served. We received no job inquiries at the Open House.

June 15-17 2019– Rocky Mountain Home School Conference

Source: Colorado Home Educators of Colorado Existing Partnership, 720-842-4852

AM91 staff maintained a booth at this event. The purpose of our participation in this event is to allow home schooled young people an opportunity to ask questions about broadcasting, learn about how to direct their educational choices if they are interested in a broadcast career, and offer tours and information to anyone wanting to know more about working in Christian broadcasting.

October 8-11, 2019 – Volunteer Opportunities (Internships)

Source: Station Initiated Within the Public

Several listeners were invited to participate in Sharathon activities and work alongside the staff during this three-day period of broadcasting. Four volunteers were trained in taking donor calls, processing faith promises, and working with air staff.

November 2019 – Operation Christmas Child

Source: Existing Partnership and Community Relations

An on-air invitation was extended to listeners to come and visit the station when they dropped off their Operation Christmas Child gift boxes. Visitors who requested tours were shown the station by available staff members. Those interested in employment were encouraged to submit resumes. No resumes were received during that period. KPOF had no current job openings.

The staff is always available to speak with the public about our station and job openings we may have, as well as accepting resumes if asked to. No job inquiries were made during Operation Christmas Child

**III. KPOF, Denver - AM 91 The Point
MASTER RECRUITMENT SOURCE LIST**

RS Number	RS Information
1	National Religious Broadcasters Association Gina Ebhardt 9510 Technology Drive Manassas, VA 20110 (703)330-7000
2	Intercristo 19303 Fremont Ave. N MS #20 Seattle, WA 98133 Intercristo.searchease.com
3	Colorado Broadcasters Association Justin Sasso, President 333 W Hampden Ave, #400 Englewood, CO 80110 (720)536-5427
4	Heritage Christian Center Director, Job Bank 9495 E. Florida Ave. Denver, CO 80247 Fax: (303)337-2051 Ph: (303)369-8514
5	Colorado Christian University Jennifer Tost, Career Services Department 180 S. Garrison Lakewood, CO 80226 (303)963-3366
6	Belleview Community Chapel 3455 W. 83 rd Ave. Westminster, CO 80031 (303)427-9239
7	Ohio Center for Broadcasting Fritz Homann 1310 Wadsworth Blvd., Suite 100 Lakewood, CO 80214 (303)937-7070

We are constantly in the process of updating our MRSL, with updated information being posted as soon as possible.