KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT

December 1, 2019 - December 1, 2020

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, Radio	1-5, 7-13, 16-20, 22-28, 31-34, 36-39	23
Account Executive, Radio	1-5, 7-13, 16-20, 22-28, 31-33, 35-39	25
Engineer	1-13, 16-20, 22-24, 26-34, 36-37, 39	11
Office Manager	1-5, 7-13, 15-20, 22-24, 26-28, 31-34, 36-39	11
Sales Creative Coordinator	1-5, 7-13, 16-24, 26-28, 31-34, 36-39	11

KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT

December 1, 2019 - December 1, 2020

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	Adams County Employment Center 12200 Pecos St Westminister, Colorado 80234 Phone : 303-453-8600 Email : acbussvc@co.adams.co.us Rebecca Lloyd	N	0
2	Aims College Colorado Url : http://www.myinterfase.com/aimscc/employer Rachael Davis Manual Posting	N	0
3	allaccess.com Colorado Url : http://www.allaccess.com Career Services Manual Posting	N	0
4	Arapahoe Community College 5900 S Santa Fe Dr Littleton, Colorado 80120 Phone : 303-797-5809 Jan McLees Manual Posting	N	0
5	Art Institute Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-2168 Email : ssaid@aii.edu Fax : 1-303-824-4907 Stacy Said	N	0
6	Call In	N	0
7	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0
8	Colorado Broadcasters Association 333 W. Hampden Ave. Ste 620	N	0

KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT

December 1, 2019 - December 1, 2020

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
	Englewood, Colorado 80110 Url : http://www.coloradobroadcasters.org/ Marilyn Hogan Manual Posting		
9	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0
10	Community College of Denver PO Box 173363 Denver, Colorado 80217 Phone : 303-556-2600 Ben Weinhrauch Manual Posting	N	0
11	Company Websites 1000 Chopper Circle Denver, Colorado 80204 Phone : 3034051189 Matt Williams Manual Posting	Y	17
12	Countryaircheck.com 914 18th Ave. S. Second Floor Nashville, Tennessee 37212 Phone : 615-320-1450 Url : countryaircheck.com Email : news@countryaircheck.com - -	N	0
13	craigslist.org Colorado Url : http://www.craigslist.org Career Services Manual Posting	N	0
14	Current Employee - Transfer/Promotion	N	0
15	Current Employee/Internal Promotion	N	0
16	Denver Indian Community Center 4407 Morrison Rd Denver, Colorado 80219	N	0

KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT

December 1, 2019 - December 1, 2020

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
	Phone : 303-936-2688 Email : eileen@denverindiancenter.org Eileen Masquest		
17	Denver Inner City Parish 1212 Mariposa St Denver, Colorado 80204 Phone : 303-629-0636 Fax : 1-303-629-7703 Rita Roberts	N	0
18	Denver Public Schools 900 Grant St #404 Denver, Colorado 80206 Phone : 720-423-2300 Fax : 1-720-423-2505 Career Services	N	0
19	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Stephen Martinez	N	0
20	Employee Referral	N	0
21	Former Employee	N	0
22	Hispanic Chamber of Commerce 924 W Colfax Denver, Colorado 80204 Phone : 303-534-7783 Email : jespinoza@hispanicchamberdenver.org Fax : 1-303-595-8977 Jenna Espinoza	N	0
23	Indeed 1000 Chopper Circle Denver, Colorado JoAnne Wilkinson Manual Posting	Y	5
24	Inside Radio PO Box 567925 Atlanta, Georgia 31156	N	0

KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT

December 1, 2019 - December 1, 2020

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
	Phone : 8002484242x711 Gene McKay Manual Posting		
25	LinkedIn 1000 W Maude Ave. Sunnyvale, California 94085 URL: www.linkedin.com Phone: 650-687-3600 Auto posting from KSE Corp website	Y	6
26	Media Recruiter 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.mediarecruiter.com/ Art Scott Manual Posting	N	0
27	Mi Casa Resource Center for Women 360 Acoma Denver, Colorado 80204 Phone : 303-539-5615 Email : dgarcia@micasaresourcecenter.org Fax : 1-303-595-0422 Daniel Garcia	N	0
28	Monster unknown New York, New York Url : http://www.monster.com/ N/A N/A Manual Posting	N	0
29	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
30	Ohio Center for Broadcasting/Colorado Media School	N	0

KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT

December 1, 2019 - December 1, 2020

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
	404 S. Upham Street Lakewood, Colorado 80026 Phone : 303-479-4908 Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd		
31	Radio Advertising 720 S Colorado Blvd Ste 1200N Denver, Colorado 80246 Radio Advertising Manual Posting	N	0
32	Red Rocks Community College 13300 W. 6th Ave. Box 10 Lakewood, Colorado Phone : (303) 914-6389 Email : nancy.Carlson@rrcc.edu Nancy Carlson	N	0
33	Regis College 3333 Regis Blvd F-14 Denver , Colorado Url : www.regis.edu/careerservices Email : jobs@regis.edu Karen Adducci	N	0
34	Samaritan House 2301 Lawrence St Denver, Colorado 80205 Phone : 303-294-0241 Email : thorton@ccdenver.org Tom Horton	N	0
35	Station Website	N	1
36	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu	N	0

KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT

December 1, 2019 - December 1, 2020

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
	Roseann Wagner		
37	University of Denver 2050 E Evans Ave, Ste 30 Driscoll Center South Denver, Colorado 80208 Phone : 303-871-2150 - - Manual Posting	N	0
38	Urban League 5900 E. 39th Avenue Denver, Colorado Phone : (303) 388-5861 Email : mhancock@denverurbanleague.org Rod Cowherd	N	0
39	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
		TOTAL INTERVIEWS OVER REPORTING PERIOD:	**29**

KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT

December 1, 2019 - December 1, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/12/2020	Co-Sponsoring Job Fair	Co-sponsor of Denver's 20th Annual Diversity Employment Day Career Fair	1	HR Director SR HR Manager