

## KSE Radio Ventures, LLC EEO Narrative

KSE Radio Ventures, LLC's ("KSE") recruitment efforts and initiatives are designed to reach candidates that are interested in internships in the broadcast field. KSE engages in a broad outreach without regard to race, sex or religion. KSE has 43 full time employees and is located in a market with a population of 250,000 or more. Accordingly, KSE is required to complete four recruitment initiatives in a two-year period.

KSE advertises for vacancies and searches for candidates, using a variety of resources. KSE uses online job search resources, its website, and job/career fairs.

KSE attends job/career fairs throughout the year at both the Denver Annual Diversity Employment Day Career Fair and the Colorado Broadcaster's Association Career Fair. A Human Resources Coordinator and Sales Manager, individually or together, staff the table at every job fair that KSE participates in. KSE promotes their broadcast vacancies at these job/career fairs.

During this reporting period, KSE co-sponsored the following job/career fairs:

- February 20, 2019 – Co-sponsor of Denver's 19<sup>th</sup> Annual Diversity Employment Day Career Fair
- August 6, 2019 – Co-sponsor of Denver's 19<sup>th</sup> Annual Diversity Employment Day Career Fair
- November 13, 2019 – Co-sponsor of the Colorado Broadcaster's Association Career Fair
- February 19, 2020 – KSE Radio spoke at Colorado Media School to students about broadcast careers, jobs, and internship recruitment
- August 5, 2020 – Co-sponsor of Denver's 20<sup>th</sup> Annual Diversity Employment Day Career Fair