

## EEO Public File Report

### Employment Unit Covered:

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

### REPORTING PERIOD:

12/01/2019-11/30/2020

### 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
Director of Marketing and Promotions	12/05/2019	All Access	See Recruitment Source List	Radio
Radio Corporate Traffic Team	12/18/2019	Indeed	See Recruitment Source List	Radio
Accounts Receivable Clerk	03/30/2020	Indeed	See Recruitment Source List	Radio
Accounts Receivable Clerk	10/21/2020	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
All Access	1
Connection in the company	1
Current Worker	1
Glassdoor	1
Indeed	17
Market Referral	4
Work in Sports	1
Total	26

### PERFORMANCE INITIATIVES UNDERTAKEN 12/01/2019 – 11/30/2020

During the reporting period, the Unit participated in a company-wide mentorship program. The mentoring program enables participants an opportunity to develop professional relationships, skills and attributes that will help them progress in their career. Several staff members participated either as a mentor or mentee. The duration of the mentorship lasted 6 months. The Unit also created an internal leadership development program called LEAD for three (3) chosen employees to shadow departments throughout our building to further gain leadership and industry experience. LEAD was slated to begin on April 1, 2020, however due to the shift in

remote workforce on March 13, 2020, the LEAD program was cancelled. To promote communication skills for all employees, the Unit held three Respect in the Workplace seminars for all employees on January 30, 2020.

The Unit participated in three (3) speaking engagements during the reporting period. On April 9, 2020, a KKFN Sports Host joined a virtual class taught by the Colorado Media School. The host spoke about career paths in sports broadcasting. On April 18, 2020, a KYGO Morning Show Host spoke at a Hearts, Hands, and Hope Foundation Gala to talk about his career path into radio broadcasting as a new citizen of the United States of America. On February 26, 2020, another KYGO Morning Show Host spoke at a Marta Spirk Women's Community group about empowering women in their careers.

The Unit's HR Business Partner participated in diversity and inclusion webinars: OCTanner's "Rethinking Diversity & Inclusion at Work" on August 26, 2020 and "Advancing the Conversation Around Diversity, Equity and Inclusion Summit" presented by HRCI on October 14, 2020. The Unit's HR Business Partner also participated in an HR law seminar, "COVID-19: Colorado's New Sick Leave" presented by Terra Staffing Group and Dorsey & Whitney LLP, a local law firm, on September 4, 2020.

During the reporting period, the Unit gave a tour to a Cub Scout troop on February 4, 2020. The tour was led by a promotions supervisor who shared behind the scenes of a radio broadcast station and informed the troop of different radio broadcasting career paths. On February 11, 2020, two KKFN sports producers hosted a student in a job shadow to learn more about careers in sport broadcasting.

The Unit had plans to host an internship program for the 2020 academic school year. The internship program allows students majoring in broadcast communications or related fields to receive academic credit while acquiring skills needed for employment in the broadcast industry. Departments involved included: KKFN Programming and Digital Marketing. Three (3) internship positions were slated to begin early May 2020. Due to the COVID-19 pandemic, the internships were cancelled.

During the reporting period, the Unit participated in the Spring Career Fair through The College of Media, Communication, and Information on February 26, 2020. The HR Business Partner and an Executive Sports Producer attended. The Unit airs recruitment advertisements on all stations throughout the year inviting organizations to be included in our outreach efforts.

NOTE: The vast majority of our workforce began operating remotely as of March 13, 2020. Due to the safety protocols for our staff and others while dealing with COVID-19 restrictions, we were unable to engage in many of our traditional outreach initiatives including internships, station tours and job fairs.

### Recruitment Source List

The following sources have been notified of job openings. Sources designated with a \* have requested to be notified 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	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	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	Glassdoor Contact: Glassdoor, Inc. Address: 100 Shoreline Highway Mill Valley, CA 94941 Phone: (888) 355-9323
Radio	Indeed Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 84119 Phone: (801) 973-6484
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	University of Colorado Boulder

	Contact: <a href="mailto:career@colorado.edu">career@colorado.edu</a> 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: <a href="mailto:career.services@unco.edu">career.services@unco.edu</a> Address: 501 20 <sup>th</sup> Street, Greeley, CO 80639 Phone: (970) 351-2127
Radio	Work in Sports <a href="http://Workinsports.com">Workinsports.com</a> Email: <a href="mailto:postajob@workinsports.com">postajob@workinsports.com</a>