

**EEO PUBLIC FILE REPORT**  
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**KUAD/KTRR/KMAX/KKPL**  
**[12/1/18-11/30/19]**

**Section 1. Vacancy List**

| <b>Job Title</b>         | <b>Recruitment Sources (RS) Used to Fill Vacancy</b> | <b>RS that Referred the hiree</b> |
|--------------------------|--|-----------------------------------|
| Account Executive        | 1, 2, 3, 5   | 1                                 |
| Digital Managing Editor  | 1, 5   | 5                                 |
| Digital Campaign Manager | 1, 3   | 3                                 |
| On Air Host              | 4  | 4                                 |
| Promotions Director      | 1,6  | 1                                 |
| Account Manager          | 1  | 1                                 |
| On Air Host              | 4  | 4                                 |
| Account Executive        | 1,2,3,5  | 2                                 |
| Account Executive        | 1,2,3,5  | 5                                 |
| Account Executive        | 1,2,3,5  | 3                                 |
|                          |  |                                   |

**Section 2. Recruitment Source List**

| RS Number  | RS Information            | RS Entitled to Vacancy Notification? (Yes/No) | No. of Interviews Referred by RS over 12-month period |
|--|---------------------------|---|---|
| 1  | Indeed.com via Greenhouse | No  | 14  |
| 2  | Intern                    | No  | 1   |
| 3  | Referral (Employee)       | No  | 3   |
| 4  | Allaccess.com             | No  | 8   |
| 5  | TSM Recruitment           | No  | 3   |
| 6  | Internal Transfer         | No  | 1   |
|  |                           |   |   |
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|  |                           |   |   |
| <b>Total Number of Interviews over 12-month period: 30</b> |                           |   |   |

**KUAD / KTRR / KMAX / KKPL RECRUITMENT INITIATIVE FORM 12/1/18– 11/30/19**

|          | <b>TYPE OF<br/>RECRUITMENT<br/>INITIATIVE<br/>(MENU SELECTION)</b> | <b>DATE</b>    | <b>BRIEF DESCRIPTION OF ACTIVITY &amp;<br/>SCOPE OF BROADCASTER'S<br/>PARTICIPATION</b>  | <b>RECRUITING STAFF IN<br/>ATTENDANCE</b>   |
|----------|--|----------------|--|---|
| <b>1</b> | Career Xpo   | 02/21/2019     | Participation in a panel expert session at a career expo at Rocky Mountain HS  | Evan Harrison – MP                          |
| <b>2</b> | CSU Marketing event  | 02/28/19       | Marketing student networking event -   | Evan Harrison – MP                          |
| <b>3</b> | CSU College of Business Expo                                       | 2/12 & 2/13    | Job and Internship Expo- Accounting, CIS, Finance, Management, Marketing, Human Resources  | Evan Harrison – MP                          |
| <b>4</b> | Internship   | 2/4/19– 5/6/19 | 3 interns followed a set training plan for credit at Colorado State University   | Lauren Bouman – previous Promotion Director |
| <b>5</b> | Internship   | 6/17/19-8/5/19 | 2 interns followed a set training plan demonstrating integration between departments and completed a final project for credit at CSU | Anna Hunt – Promotion Director              |