

EEO PUBLIC FILE REPORT

FOR

STATION KRDO-TV, KRDO-FM and KRDO (AM)  
Colorado Springs, Colorado

This EEO Public File Report  
Covers the One-Year Period  
Ending on November 30, 2021

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KRDO's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on November 30, 2021, the station filled the following full-time vacancies:

- |   |   |
|---|---|
| <ol style="list-style-type: none"> <li>1. <b>Multimedia Journalist – REQ #20-1169</b></li> <li>2. <b>Anchor/Multimedia Journalist – REQ #20-1174</b></li> <li>3. <b>MC Operator – REQ #20-1177</b></li> <li>4. <b>Anchor – REQ #20-1178</b></li> <li>5. <b>Sales Trainee – REQ #21-1005</b></li> <li>6. <b>Traffic Manager – REQ #21-1010</b></li> <li>7. <b>Sales Trainee – REQ #21-1012</b></li> <li>8. <b>Art Director– REQ #21-1031</b></li> <li>9. <b>Weekend Anchor/MMJ– REQ #21-1052</b></li> <li>10. <b>Business Analyst/HR – REQ #21-1057</b></li> <li>11. <b>Technical Director – REQ #21-1060</b></li> <li>12. <b>Videographer – REQ #21-1042</b></li> <li>13. <b>News Producer – REQ #21-1020 (2 hires)</b></li> <li>14. <b>Multimedia Journalist – REQ #21-1018 (3 hires)</b></li> </ol> | <ol style="list-style-type: none"> <li>15. <b>Account Executive – REQ #21-1079</b></li> <li>16. <b>News Producer – REQ #21-1050</b></li> <li>17. <b>Videographer – REQ #21-1098</b></li> <li>18. <b>News Producer – REQ #21-1107</b></li> <li>19. <b>Multimedia Journalist – REQ #21-1108</b></li> <li>20. <b>Senior Producer – REQ #21-1109</b></li> <li>21. <b>Graphics/Production Tech – REQ #21-1131</b></li> <li>22. <b>Systems Engineer – REQ #21-1138</b></li> <li>23. <b>Videographer – REQ #21-1144</b></li> <li>24. <b>Videographer – REQ #21-1152</b></li> <li>25. <b>Anchor/MMJ – REQ #21-1156</b></li> <li>26. <b>Promotions Producer– REQ #21-1187</b></li> <li>27. <b>Videographer – REQ #21-1196</b></li> </ol> |
|---|---|

The station interviewed a total of 78 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

| <u>Recruitment Source</u>                    | <u>Total Number of Interviewees Referred</u> |
|--|--|
| 1. <b>News-Press Gazette &amp; Corporate</b> | <b>26</b>                                    |
| 2. <b>KRDO.com</b>                           | <b>8</b>                                     |
| 3. <b>Employee Referrals</b>                 | <b>18</b>                                    |
| 4. <b>Indeed.com</b>                         | <b>13</b>                                    |
| 5. <b>Internal</b>                           | <b>9</b>                                     |
| 6. <b>ZipRecruiter.com</b>                   | <b>0</b>                                     |
| 7. <b>TVJobs.com</b>                         | <b>0</b>                                     |
| 8. <b>Mandy.com</b>                          | <b>0</b>                                     |
| 9. <b>Pikes Peak Workforce Center</b>        | <b>0</b>                                     |
| 10. <b>Motionographer.com</b>                | <b>0</b>                                     |
| 11. <b>Denver Post</b>                       | <b>0</b>                                     |
| 12. <b>The Gazette</b>                       | <b>0</b>                                     |
| 13. <b>Agent</b>                             | <b>1</b>                                     |
| 14. <b>College</b>                           | <b>1</b>                                     |
| 15. <b>LinkedIn.com</b>                      | <b>1</b>                                     |
| 16. <b>Former Employee</b>                   | <b>1</b>                                     |
| 17. <b>Mt. Carmel</b>                        | <b>0</b>                                     |

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

\* \* \* \* \*



**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**      **Anchor/Multimedia Journalist – REQ #20-1174**      **Recruitment Source That Referred the Hire: Employee Referral**

**Date Vacancy Opened:**      **12/18/2020**      **Total Number of Persons Interviewed for the Vacancy:**      **1**

**Date Vacancy Filled:**      **01/26/2021**

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Employee Referral                 | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
|                                   |                               |                       |                         |  |   |
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\*\*\*\*\* Use additional pages as needed. *Do Not Put in Public File* unless as part of the station’s annual EEO Public File Report. \*\*\*\*\*

**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**      **MC Operator – REQ #20-1177**

**Recruitment Source That Referred the Hire: Employee Referral**

**Date Vacancy Opened:**      **12/18/2020**

**Total Number of Persons Interviewed for the Vacancy:**                      **1**

**Date Vacancy Filled:**        **10/08/2021**

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Indeed                            | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Employee Referral                 | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**      **Anchor – REQ #20-1178**

**Recruitment Source That**  
**Referred the Hire: Employee Referral**

**Date Vacancy Opened:**      **12/21/2020**

**Total Number of Persons**  
**Interviewed for the**  
**Vacancy:**                      **2**

**Date Vacancy Filled:**      **01/19/2021**

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Employee Referral                 | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
|                                   |                               |                       |                         |  |   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** Sales Trainee – REQ #21-1005

**Recruitment Source That Referred the Hire:** Indeed

**Date Vacancy Opened:** 01/12/2021

**Total Number of Persons Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** 06/22/2021

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Indeed                            | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| Employee Referral                 | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 2  | No  |
|                                   |                               |                       |                         |  |   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**      **Traffic Manager – REQ #21-1010**

**Recruitment Source That Referred the Hire: Employee Referral**

**Date Vacancy Opened:**      **01/22/2021**

**Total Number of Persons Interviewed for the Vacancy:**                      **3**

**Date Vacancy Filled:**      **03/05/2021**

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| Internal Candidate                | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| Denver Post                       | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| The Gazette                       | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Employee Referral                 | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
|                                   |                               |                       |                         |  |   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** Sales Trainee – REQ #21-1012

**Recruitment Source That Referred the Hire:** Employee Referral

**Date Vacancy Opened:** 01/28/2021

**Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** 07/27/2021

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| Indeed                            | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Employee Referral                 | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**      **Art Director– REQ #21-1031**

**Recruitment Source That Referred the Hire: Indeed**

**Date Vacancy Opened:**      **03/04/2021**

**Total Number of Persons Interviewed for the Vacancy:**                      **3**

**Date Vacancy Filled:**        **04/29/2021**

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Indeed                            | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 2  | No  |
| Internal Candidate                | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| TV Jobs                           | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Motionographer                    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**      **Weekend Anchor/MMJ– REQ #21-1052**      **Recruitment Source That Referred the Hire: Agent**

**Date Vacancy Opened:**      **04/01/2021**      **Total Number of Persons Interviewed for the Vacancy:**      **7**

**Date Vacancy Filled:**      **08/04/2021**

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 3  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 2  | No  |
| Agent                             | N/A                           | N/A                   | N/A                     | 1  | No  |
| TV Jobs                           | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| PPWFC                             | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Internal Candidate                | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
|                                   |                               |                       |                         |  |   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**      **Business Analyst/HR – REQ #21-1057**      **Recruitment Source That Referred the Hiree: Indeed**

**Date Vacancy Opened:**      **04/08/2021**      **Total Number of Persons Interviewed for the Vacancy:              4**

**Date Vacancy Filled:**      **05/18/2021**

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Indeed                            | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 4  | No  |
| The Gazette                       | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**      **Technical Director – REQ #21-1060**

**Recruitment Source That Referred the Hire: Employee Referral**

**Date Vacancy Opened:**      **04/14/2021**

**Total Number of Persons Interviewed for the Vacancy:**                      **1**

**Date Vacancy Filled:**        **07/28/2021**

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Employee Referral                 | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
|                                   |                               |                       |                         |  |   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** Videographer – REQ #21-1042

**Recruitment Source That Referred the Hire:** Internal Candidate

**Date Vacancy Opened:** 04/26/2021

**Total Number of Persons Interviewed for the Vacancy:** 4

**Date Vacancy Filled:** 04/27/2021

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| Internal Candidate                | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| College                           | N/A                           | N/A                   | N/A                     | 1  | No  |
| Indeed                            | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
|                                   |                               |                       |                         |  |   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** News Producer – REQ #21-1020 (2 hires)

**Recruitment Source That**  
**Referred the Hiree: Employee Referral & KRDO.com**

**Date Vacancy Opened:** 04/27/2021

**Total Number of Persons**  
**Interviewed for the**  
**Vacancy: 4**

**Date Vacancy Filled:** 05/06/2021

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 2  | No  |
| Employee Referral                 | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
|                                   |                               |                       |                         |  |   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** Account Executive – REQ #21-1079

**Recruitment Source That Referred the Hiree:** Indeed

**Date Vacancy Opened:** 05/10/2021

**Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** 09/13/2021

**Recruitment Sources Used to Fill the Vacancy**

| Name of Recruitment Source     | Address                       | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|--------------------------------|-------------------------------|----------------|------------------|---|--------------------------------------|
| News-Press Gazette & Corporate | 399 S. 8 <sup>th</sup> Street | Linda Parker   | (719) 632-1515   | 1   | No                                   |
| KRDO.com                       | 399 S. 8 <sup>th</sup> Street | Linda Parker   | (719) 632-1515   | 0   | No                                   |
| Indeed                         | 399 S. 8 <sup>th</sup> Street | Linda Parker   | (719) 632-1515   | 1   | No                                   |
|                                |                               |                |                  |   |                                      |
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\*\*\*\*\* Use additional pages as needed. Do Not Put in Public File unless as part of the station's annual EEO Public File Report. \*\*\*\*\*

**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** News Producer – REQ #21-1050

**Recruitment Source That Referred the Hiree:** Employee Referral

**Date Vacancy Opened:** 06/02/2021

**Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** 06/16/2021

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Employee Referral                 | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 2  | No  |
| TV Jobs                           | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| PPWFC                             | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Mandy.com                         | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
|                                   |                               |                       |                         |  |   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** Videographer – REQ #21-1098

**Recruitment Source That Referred the Hire:** News-Press Gazette & Corporate

**Date Vacancy Opened:** 06/02/2021

**Total Number of Persons Interviewed for the Vacancy:** 5

**Date Vacancy Filled:** 06/16/2021

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 4  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Indeed                            | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| TV Jobs                           | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| PPWFC                             | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Mandy.com                         | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** News Producer – REQ #21-1107

**Recruitment Source That Referred the Hire:** Employee Referral

**Date Vacancy Opened:** 06/25/2021

**Total Number of Persons Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** 08/10/2021

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 2  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Indeed                            | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Employee Referral                 | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
|                                   |                               |                       |                         |  |   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**      **Multimedia Journalist – REQ #21-1108**

**Recruitment Source That**  
**Referred the Hire: News-Press Gazette & Corporate**

**Date Vacancy Opened:**      **06/25/2021**

**Total Number of Persons**  
**Interviewed for the**  
**Vacancy:**                      **2**

**Date Vacancy Filled:**      **08/03/2021**

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Employee Referral                 | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| LinkedIn                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**      **Senior Producer – REQ #21-1109**

**Recruitment Source That Referred the Hire:** **Internal Candidate**

**Date Vacancy Opened:**      **06/25/2021**

**Total Number of Persons Interviewed for the Vacancy:**                      **1**

**Date Vacancy Filled:**      **07/26/2021**

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Internal Candidate                | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
|                                   |                               |                       |                         |  |   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**      **Graphics/Production Tech – REQ #21-1131**      **Recruitment Source That Referred the Hire: Internal Candidate**

**Date Vacancy Opened:**      **07/16/2021**      **Total Number of Persons Interviewed for the Vacancy:**      **1**

**Date Vacancy Filled:**      **08/02/2021**

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Internal Candidate                | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
|                                   |                               |                       |                         |  |   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**       **Systems Engineer – REQ #21-1138**

**Recruitment Source That Referred the Hire:** **Internal Candidate**

**Date Vacancy Opened:**       **07/23/2021**

**Total Number of Persons Interviewed for the Vacancy:**               **5**

**Date Vacancy Filled:**       **09/24/2021**

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 2  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Internal Candidate                | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| Indeed                            | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Employee Referral                 | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| LinkedIn                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** Videographer – REQ #21-1144

**Recruitment Source That Referred the Hire:** News-Press Gazette & Corporate

**Date Vacancy Opened:** 08/02/2021

**Total Number of Persons Interviewed for the Vacancy:** 4

**Date Vacancy Filled:** 08/20/2021

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 3  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Employee Referral                 | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:** Videographer – REQ #21-1152

**Recruitment Source That Referred the Hire:** News-Press Gazette & Corporate

**Date Vacancy Opened:** 08/11/2021

**Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** 08/26/2021

**Recruitment Sources Used to Fill the Vacancy**

| Name of Recruitment Source     | Address                       | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|--------------------------------|-------------------------------|----------------|------------------|---|--------------------------------------|
| News-Press Gazette & Corporate | 399 S. 8 <sup>th</sup> Street | Linda Parker   | (719) 632-1515   | 2   | No                                   |
| KRDO.com                       | 399 S. 8 <sup>th</sup> Street | Linda Parker   | (719) 632-1515   | 0   | No                                   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**      **Anchor/MMJ – REQ #21-1156**

**Recruitment Source That  
Referred the Hire: Employee Referral**

**Date Vacancy Opened:**      **08/17/2021**

**Total Number of Persons  
Interviewed for the  
Vacancy:**                      **2**

**Date Vacancy Filled:**      **09/08/2021**

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of<br/>Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number<br/>of Interviewees<br/>Referred by the<br/>Source for the<br/>Vacancy</b> | <b>Did the<br/>Source<br/>Request<br/>Notification?</b> |
|---------------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate        | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                              | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Employee Referral                     | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| TV Jobs                               | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Indeed                                | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
|                                       |                               |                       |                         |  |   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** Promotions Producer– REQ #21-1187

**Recruitment Source That Referred the Hire:** Internal Candidate

**Date Vacancy Opened:** 10/08/2021

**Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** 10/21/2021

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Indeed                            | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
| Internal Candidate                | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
|                                   |                               |                       |                         |  |   |
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**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** Videographer – REQ #21-1196

**Recruitment Source That Referred the Hire:** Indeed

**Date Vacancy Opened:** 10/15/2021

**Total Number of Persons Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** 11/22/2021

**Recruitment Sources Used to Fill the Vacancy**

| <b>Name of Recruitment Source</b> | <b>Address</b>                | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Total Number of Interviewees Referred by the Source for the Vacancy</b> | <b>Did the Source Request Notification?</b> |
|-----------------------------------|-------------------------------|-----------------------|-------------------------|--|---|
| News-Press Gazette & Corporate    | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 2  | No  |
| KRDO.com                          | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 0  | No  |
| Indeed                            | 399 S. 8 <sup>th</sup> Street | Linda Parker          | (719) 632-1515          | 1  | No  |
|                                   |                               |                       |                         |  |   |
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## MENU OPTION ACTIVITIES

Station KRDO has engaged in the following outreach activities during the year covered by this report:

| Activity Classification | Type of Activity                   | Brief Description   |
|-------------------------|------------------------------------|---|
| 5                       | Internship Program                 | Zack Luczejko worked with Brian Wheeler from Pikes Peak Community College to setup an internship program with KRDO. This occurred from June 24 <sup>th</sup> , 2021 to September 11 <sup>th</sup> , 2021  |
| 11                      | College Event/Outreach             | Jerry Killion attended an event with Pikes Peak Community College for their Broadcasting and Electronic Media Program Advisory Board. This occurred on November 5 <sup>th</sup> , 2021.   |
| 5                       | Internship Program                 | Zack Luczejko worked with Mark Isenburg from Metropolitan State University of Denver to setup an internship program with KRDO. This occurred from July 23 <sup>rd</sup> , 2021 to September 11 <sup>th</sup> , 2021   |
| 4 or 10                 | Guest Speaker/Outreach/Recruitment | Staci-Lyn Onofre was a guest speaker in Metro State University's Journalism class on how to land your first in TV. This occurred on May 5 <sup>th</sup> , 2021.   |
| 4 or 10                 | Guest Speaker/Outreach/Recruitment | Staci-Lyn Onofre as a guest speaker in Metro State University's Professional Panel for aspiring journalism students on what a career in this field looks like. This occurred on April 4 <sup>th</sup> , 2021.   |
| 1 or 2                  | Interviews/Job Fair                | Staci-Lyn Onofre conducted job fair interviews for the University of Missouri students. It was corporate organized recruiting initiative where all NPG stations take part in interviewing upcoming graduates in hopes of recruiting them into our newsroom. This occurred on March 11 <sup>th</sup> , 2021. |
| 16                      | Recruitment                        | KRDO began a partnership with Mount Carmel in order to reach military families in regards to employment opportunities. This occurred on November 3 <sup>rd</sup> , 2021.  |

|         |                                    |  |
|---------|------------------------------------|--|
| 1 or 2  | Interviews/Job Fair                | Staci-Lyn Onofre conducted job fair interviews for Arizona State University students. It was corporate organized recruiting initiative where all NPG stations take part in interviewing upcoming graduates in hopes of recruiting them into our newsroom. This occurred on March 2 <sup>nd</sup> , 2021. |
| 4 or 10 | Guest Speaker/Outreach/Recruitment | Kristina Clark spoke in an Interpersonal Communication class at Pikes Peak Community College about working in Media Sales and career opportunities at KRDO. This occurred on September 15 <sup>th</sup> , 2021.  |
| 4 or 10 | Guest Speaker/Outreach/Recruitment | Kristina Clark spoke in an Intercultural Communication class at Pikes Peak Community College about working in Media Sales and career opportunities at KRDO. This occurred on September 22 <sup>nd</sup> , 2021.  |

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.