

**KYGO-FM, KKFN(FM), KQKS(FM), KRWZ(AM), KEPN(AM)**  
**EEO PUBLIC FILE REPORT**  
11/28/09 – 11/27/10

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-36, 40	18
On Air/Promotions Director	1-20, 22-36	36
Program Director	1-37, 41	20
Account Executive	1-19, 24-36, 38-39	38
IT Assistant	1-36, 38, 41	1
HR Director	1-15, 17-36, 38	38
Account Executive	1-20, 22-34, 36, 38, 43-46	38
Night Personality	1-20, 22-34, 36, 39, 43-47	39
Talk Show Producer	1-20, 22-34, 36, 42-47	42
Account Executive	1-20, 22-34, 36, 38, 42-55	38
Account Executive	1-20, 22-34, 36, 38, 40, 42-55	40
Account Executive	1-20, 22-34, 36, 38, 39, 42-55	39
Account Executive	1-20, 22-34, 36, 38, 40, 42-55	40
Account Executive	1-34, 36, 38, 42-45, 47-54	38
Account Executive	1-34, 36, 38, 42-45, 47-54	38
Program Director	1-34, 36-37, 42-45, 47-53, 55	20

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**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	Asian Chamber of Commerce John Wright 924 W. Colfax, #104G Denver, CO 80204 303-595-9737 asiancc@rmi.net	N	1
2	The Ohio Center for Broadcasting Gary James 9885 Rockside Rd; Suite 190 Valley View, OH 44125 216-503-5900 gary@beonair.com	Y	0
3	Denver Indian Center Inc. Attention: Ann Selma Mitchell 4407 Morrison Rd Denver, CO 80219 303-936-2688 FAX 303-936-2699 Selma@denverindiancenter.org	N	0
4	Regis University Roxane Aungst 3333 Regis Boulevard F-12 Denver, CO 80221-1099 303-964-5493 careers@regis.edu	N	0
5	Women's Vision Foundation Sally McDonald 360 South Monroe St; Suite 175 Denver, CO 80209 303-470-7576 FAX 720-941-0923 sally@womensvision.org	N	0
6	Ask Liz Ryan 637-B South Broadway, #222 Boulder, CO 80305 303-440-0408 FAX 866-630-0409 liz@asklizryan.com	N	0
7	The Ohio Center for Broadcasting Mark Lillie 404 S. Upham St Lakewood, CO 80226 303-937-7070 Lillie.m@beonair.com	N	3

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Colorado Black Chamber of Commerce Attention: Staff 410 17 <sup>th</sup> Street #1110 Denver, CO 80202 staff@coloradoblackchamber.org 303-831-0720 FAX 303-831-0755	N	0
9	Colorado State University The Career Center Basement Lory Student Center Fort Collins, CO 80523-8008 970-491-5707 FAX 970-491-1134	N	1
10	Community College of Denver-Auraria Campus Attention: Georgia P.O. Box 173363 Denver, CO 80217-3363 303-556-2413 FAX 303-556-4602	N	0
11	Hispanic Chamber of Commerce Job Bank 924 W Colfax Ave; #104F Denver, CO 80204 303-629-0102 FAX 303-595-8977	N	0
12	MI CASA Resource Center for Women Attention: Job Board 360 Acoma Denver, CO 80223 303-573-1302 FAX 303-595-0422	Y	0
13	Servicios De La Raza Attention: Fabian 4055 Tejon St. Denver, CO 80211 303-458-5851 FAX 303-455-1332	N	0
14	Northeast Women's Center Attention: Hazel 4821 East 38 <sup>th</sup> Ave Denver, CO 80207 303-355-3486 FAX 303-355-3488	N	0
15	National Diversity Career Center Job Postings 4255 S. Buckley Rd, Suite 299 Aurora, CO 80013 303-699-8599 FAX 303-699-8525	N	0

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16	Colorado Broadcasters Association Marilyn Hogan P.O. Box 2369 Breckenridge, CO 80424 www.coloradobroadcasters.org	N	0
17	Lincoln Financial Media Website www.lincolnfinancialmedia.com	N	6
18	Station Websites KYGO.COM, KS1075.COM, FAN104.3COM, ESPNRADIO1600.COM CRUISIONOLDIES950.COM	N	19
19	AMFMJobs.com jobs@amfmjobs.com Mark Holloway admin@amfmjobs.com	N	0
20	All Access Job Board Job Postings www.allaccess.com	N	13
21	Metropolitan State College of Denver Office Of Career Services April Abernethy 303-556-6106 aabernet@mscd.edu	N	0
22	Arapahoe Community College Career Center Jan McLees 5900 S Santa Fe Dr Littleton, CO 80120 303-797-5809 FAX 303-797-5926	N	0
23	Jobing.com 1760 Platte Street, Suite 200 Denver, CO 80202 303-327-3377	N	2
24	Asian American Journalists 5 Third St; Suite 1108 San Francisco, CA 94103 416-346-2051 FAX 415-346-6343	N	0
25	Colorado Association of Black Journalists P.O. Box 48192 Denver, CO 80204	N	0
26	National Association of Black Sales Professionals 500 S. Oak Park Ave Chicago, IL 60304	N	0
27	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 202-662-7145	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
28	University of Colorado Office of Multicultural Affairs P.O. Box 1979 Colorado Springs, CO 80933 719-255-8227	N	0
29	Urban League 1322 N. Academy Blvd; #201 Colorado Springs, CO 80909 719-634-1525	N	0
30	National Black Media Coalition 1738 Elton Rd Suite 314 Silver Springs, MD 20903 301-445-2600	N	0
31	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, CA 91105 626-792-6462 FAX 626-792-6051	N	0
32	University of Denver Career Center Attention: Chanty 2050 E. Evans, Suite 30 Denver, CO 80208 303-871-2150 FAX 303-4335 career@du.edu	N	2
33	Larasa 309 West 1 <sup>st</sup> Ave Denver, CO 80223 303-722-5150	N	0
34	NAACP Leslie Gunn 2823 Fairfax St Denver, CO 80207 303-333-9013	N	0
35	Colorado Workforce Center 5500 S. Quebec St, Suite 175 Greenwood Village, CO 80111 303-636-1160 www.coworkforce.com	N	0
36	Internal Posting—Bulletin Boards	N	7
37	RadioInfo.com 65 East Wacker Place. Chicago IL 60601	N	0
38	Employee Referral	N	11

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39	Industry Referral	N	9
40	Self-Referral/Walk-In	N	5
41	Word-of -mouth	N	7
42	All LFM Denver Users email	N	6
43	JobNugget.com	N	0
44	B2cDeals.com	N	0
45	Corkin.com	N	0
46	ActiveHire.com	N	0
47	University of Colorado-Denver 1250 14 <sup>th</sup> Street Denver, CO 80217 303-556-2250	N	0
48	Columbia College 14241 E. 4th Ave Bldg 5 Aurora, CO 80011	N	0
49	Community College of Aurora 16000 E. Centretech Pkwy Aurora, CO 80011	N	0
50	Urban League of Denver 2015 York St Denver, CO 80205	N	0
51	Westwood College-Denver South 3150 S. Sheridan Blvd Denver, CO 80227	N	0
52	PostJobFree.com	N	0
53	TheJobSpider.com	N	0
54	ZipRecruiter.com	N	0
55	Todays-Classifieds.com	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>92</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Management and Employee Diversity and Inclusion Awareness Training	February 2010 - The SEU provided online training to current employees designed to provide them with the necessary awareness and understanding of diversity and inclusion in the workplace. Training was provided by Knowledge Start.
<b>2</b>	Participation in Job Fair	On February 10, 2010, we participated in the Career Fair sponsored by National Career Fairs. Our Human Resource Director and Promotion Director discussed opportunities in broadcasting and current job opportunities with attendees.
<b>3</b>	Training to Management Level Personnel as to Methods of Ensuring Equal Employment Opportunities and Preventing Discrimination	On May 11, 2010, our Human Resources Director attended a webinar to refresh her understanding of the EEO rules and to review record keeping requirements.
<b>4</b>	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	On June 4, 2010, our Corporate Controller spoke at Cottonwood Elementary School for their Career Day. There were about 100 students and all aspects of the radio industry, including the different careers that are available in radio, was discussed.
<b>5</b>	Participation in Job Fair	On June 24, 2010, we participated in the Career Fair sponsored by National Career Fairs. Our Human Resource Director discussed opportunities in broadcasting and current job openings with attendees.
<b>6</b>	Internship program	KKFN Promotions had college interns during the reporting period. Interns assisted with various on-site promotions, and their responsibilities included packing gift bags, maintaining the appearance of station vehicles, taking photos for the website and scheduling contests. They also assisted with copy writing, production and website maintenance. Interns earned academic credit hours for their work. 23 students participated in this program during the annual reporting period. 3 interns were hired as part time employees.

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
7	Internship program	The Division Prize Coordinator had interns during the reporting period. They trained in contesting; graphics web maintenance, and event production. The students earned academic credit for participating in the internship program. 4 students participated in this program during the annual reporting period.
8	Internship program	The KQKS Morning show and Street Team had interns during the reporting period. The interns earned academic credit hours, answering phones, editing and producing, updating the website, assisting with promotions, and creating air checks. 18 students participated in this program during the annual reporting period. An intern was hired as a part time employee.
9	Internship program	The KKFN/KRWZ Programming Department had interns during the reporting period. The interns earned academic credit hours, trained in prize coordination, digital editing techniques, and call screening. 6 students participated in this program during the annual reporting period. An intern was hired as a part time employee.
10	Internship program	The KYGO Promotions Department had interns during the reporting period. The interns earned academic credit hours, trained in all aspects of promotions such as concert and event set-up and contest scheduling. 2 students participated in this program during the annual reporting period.
11	Internship program	The Production Dept had an intern from Oct 2009-Jan 2010. The intern loaded audio, voiced & produced spots, assigned production to air-staff members and assisted with computer maintenance.
12	Participation in Job Fair	October 21, 2010 – The SEU participated in the “2010 Job Fair in Communications” at Howard University. On-site interviews were conducted and guidance was given to students regarding internship opportunities, career development, and skills needed to work in the Radio/TV business. Station participants included HR Director.

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<b>13</b>	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	One of our Promotions Directors teaches a class at the Ohio Center for Broadcasting. There are usually 20 students per class. Students are taught skills needed for a career in broadcasting such as marketing objectives, how to create promotional products, how to write promo copy and contest rules and how promotions relates to other departments.
<b>14</b>	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	Our Prize Coordinator taught a class at the Ohio Center for Broadcasting. There are usually 10-20 students per class. Students are taught skills needed for a career in broadcasting such as broadcast terminology, marketing and promotions to radio commercials and production.
<b>15</b>	Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting	One of our On Air Personalities teaches an evening class at the Ohio Center for Broadcasting. Class size varies from 12-30 students. Students are taught skills needed for a career in broadcasting such as intro to Radio, Radio & Television production, commercial copy writing and a class called Radio Days.
<b>16</b>	Other Programs Designed to Promote Outreach Generally	Throughout the reporting period, all 5 of our stations used available inventory to broadcast our 30-second on-air EEO recruitment alert.
<b>17</b>	Participation in Scholarship Program	Our General Manager is a member of the Colorado Broadcasters 2009-2010 education committee to coordinate scholarship funds for four-year, vocational and continuing education scholarships. He helped solicit member colleges/universities, training schools and member stations for scholarship applications, and select recipients for scholarships.