

EEO Public File Report

Employment Unit Covered:

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

REPORTING PERIOD:

12/01/2017-11/30/2018

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
Program Director KOSI 101.1	1/2/2018	Employee Referral	See Recruitment Source List	Radio
HR Manager	1/2/2018	Indeed	See Recruitment Source List	Radio
Account Executive-KOSI	1/3/2018	Employee Referral	See Recruitment Source List	Radio
Promotions Manager	3/19/2018	Employee Referral	See Recruitment Source List	Radio
Digital Sales Manager	3/5/2018	Employee Referral	See Recruitment Source List	Radio
Sales Assistant	4/23/2018	Indeed	See Recruitment Source List	Radio
Promotions Supervisor-KYGO	4/25/2018	Internal Promote	See Recruitment Source List	Radio
Account Executive-KYGO	5/16/2018	Employee Referral	See Recruitment Source List	Radio
Promotions Supervisor-KKFN	5/21/2018	Internal Promote	See Recruitment Source List	Radio
Digital Production Assistant	7/2/2018	Internal Promote	See Recruitment Source List	Radio
Promotions Coordinator	7/23/2018	Internal Promote	See Recruitment Source List	Radio
Morning Show Host – KOSI 101.1	9/1/2018	Employee Referral	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	4
Career Page	5
Colorado Broadcasters Association	1

Employee Referral	2
Internal Candidate	7
Glassdoor	1
Indeed	16
Market Referral	17
Ohio Center for Broadcasting	1
University of Colorado Boulder	1
Work in Sports	2
Total:	57

PERFORMANCE INITIATIVES UNDERTAKEN 12/01/2017 – 11/30/2018

During the reporting period, the Unit participated in three job fairs to promote career and job opportunities in the broadcasting industry: Colorado Broadcasters Association Career Fair (March 10, 2018), and Colorado Broadcasters Virtual Job Fair Weeks (January 22, 2018 through January 28, 2018 and August 6, 2018 through August 10, 2018). In addition to participating in the career/job fairs, the unit also supported the events by providing on-air messaging to encourage attendance, and the Unit's HR Manager responded directly to attendees who expressed interested in posted positions.

The Unit provided 19 station tours to Listeners, Sports Clubs, Family Groups, and Community Groups, to our facilities to learn about the broadcast industry by taking a tour. As the groups tour the stations, the staff answer questions and share the specific requirements, both educational and professional, required for a variety of positions within the television and radio industry. The tours allow individuals an opportunity to see a variety of departments and positions involved in producing television and radio broadcast.

Personnel from the Unit spoke to students and the public about career opportunities in the broadcast industry. On-Air Talent from the KKFN Mid-Day Show (September 12, 2018) and On-Air Talent from the KOSI Morning Show (October 11, 2018), spoke to the Colorado Media School. A KKFN Producer hosted a group of Colorado Media School students for a Q & A session (August 30, 2018). The KYGO Morning Show spoke to the Chaparral High School Journalism class in Parker about careers in media (February 27, 2018), and the Sierra Middle School Science Fair (May 7, 2018).

Personnel from the Unit spoke to the public about the industry at the 2019 National Association for Broadcasters (September 25-28, 2018). The Director of Digital Media participated in a panel discussion called "Putting the AI in Radio" and the KYGO Program Director participated in a panel discussion about "Discovering New Talent" (September 26, 2018). The National Association for Broadcasters Radio Show is for both professionals currently in the Broadcast Industry and for individuals looking to gain knowledge about careers in the Broadcast Industry.

During the reporting period, the unit offered one job shadow opportunity. The Promotions Supervisor hosted a student from Colorado State University who wished to gain exposure to the broadcast events industry (January 19, 2018).

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: career@colorado.edu 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: career.services@unco.edu Address: 501 20 th Street, Greeley, CO 80639 Phone: (970) 351-2127
Radio	Work in Sports Workinsports.com Email: postajob@workinsports.com