

EEO Public File Report**Employment Unit Covered:****KYGO-FM, KOSI(FM), KKFN(FM) & KEPN(AM)****Reporting Period****December 1, 2022 – November 30, 2023****Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

Job Title of FT Vacancy	Date Filled	Hire Source	Recruitment Source
Account Executive #R5132	12/1/2022	Glassdoor	See Recruitment Source List
HR Coordinator #R5121	1/30/2023	Indeed	See Recruitment Source List
Digital Account Executive #R5082	2/6/2023	Market Referral	See Recruitment Source List
Director of Sales #R5167	2/26/2023	Current Worker	See Recruitment Source List
Digital Content Producer #R5452	4/24/2023	Market Referral	See Recruitment Source List
Executive Producer #R5401	4/24/2023	Current Worker	See Recruitment Source List
Graphic Designer #R5376	5/8/2023	Bonneville Career Page	See Recruitment Source List
Video Content Producer #R5403	5/8/2023	Indeed	See Recruitment Source List
Digital Ad Ops Coordinator #R5496	6/5/2023	Employee Referral	See Recruitment Source List
Digital Media Strategist #R5536	6/26/2023	Indeed	See Recruitment Source List
Account Executive #R5534	6/26/2023	Employee Referral	See Recruitment Source List
Promotions Coordinator #R5595	8/7/2023	Current Worker	See Recruitment Source List
Account Executive #R5722	8/28/2023	Employee Referral	See Recruitment Source List
Promotions Coordinator #R5742	9/11/2023	Market Referral	See Recruitment Source List
Sports On-Air Host #R5705	9/19/2023	Work in Sports	See Recruitment Source List
Sports On-Air Host #R5705	9/19/2023	Work in Sports	See Recruitment Source List
Director of Finance #R5838	10/9/2023	Current Worker	See Recruitment Source List
HR Coordinator/Executive Asst #R5862	11/20/2023	Current Worker	See Recruitment Source List
Digital Media Strategist #R5536	11/27/2023	Bonneville Career Page	See Recruitment Source List

Total Number of Interviews for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
Bonneville Career Page	14
Current Worker	17
Employee Referral	13
Glassdoor	1
Indeed	22
Market Referral	9
University of Colorado Denver	2
Work in Sports	2
Total:	80

Performance Initiatives Undertaken

During the reporting period the Unit participated in a company-wide leadership development program that included a mentorship program. The Denver Unit had four participants and three mentors. The program included a 360-degree feedback review to identify skill areas to focus on for growth. The program began in January of 2023 and will continue through the end of the calendar year. This program gave participants exposure and a chance to build professional relationships.

Beginning in January 2023, The Unit held quarterly, condensed trainings of the Franklin Covey Unconscious Bias program. Each session lasted six weeks and was assigned to newly hired employees. All employees were offered the opportunity to join the program. The program featured company-led conversations entitled Creating Connections: Understanding Bias and Living Our Purpose. During the reporting period, three separate cohorts were held. (January 31-March 15, 2023, May 10-June 1, 2023, and October 11-November 2, 2023).

Managers in the Unit participated in five Manager Meet Ups during the reporting period. These training sessions focused on Pay Transparency and Communicating about Compensation (December 14 and 15, 2022), Merit Process and Employee Reviews (February 8 and 9, 2023), Fundamentals Part I – Performance and Time Keeping Responsibilities (April 26 and 27, 2023), Fundamentals Part II – Basic Employment Law (May 18 and 19, 2023), and Recruiting and Interviewing (November 9, 2023).

Members of the Unit also participated in a company-wide Career Development sessions called Own Your Own Development. Topics included Goal Setting and Planning (January 12, 2023), Organizational Strategy (July 13, 2023), and Influence and Leading Up and Down (August 3, 2023).

During the reporting period, the Unit participated in two job fairs. The Assistant Program Director attended a career fair at the Colorado Media School (January 25, 2023). A second career fair at the Colorado Media School was attended by the Promotions Director, Promotions Coordinator and HR Coordinator (April 27, 2023).

Several of the Unit's employees participated in speaking engagements during the reporting period. An on-air host spoke to female students in the Cherry Creek School District about her journey in broadcasting during the Women in Industry Forum (February 16, 2023). One of the Unit's Digital Sports Analysts teaches a sports media/sports broadcasting class in the communications school at the Colorado University- Boulder each semester.

During the reporting period, the Unit hosted a tour of 18 students and 3 teachers from Crossroads Middle School (November 7, 2023). The students were able to watch hosts in the studio and talk to them about working in radio.

Recruitment Sources - The following sources receive notification of Unit job openings. The sources marked with an asterisk (*) have requested and received notification of full-time 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: 808-675-3444
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

Media Type	Recruitment Source:
Radio	University of Northern Colorado Contact: career.services@unco.edu Address: 501 20th Street, Greeley, CO 80639 Phone: 970-351-2127
Radio	Work in Sports Workinsports.com Email: postajob@workinsports.com