

EEO Public File Report

Employment Unit Covered:

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

Reporting Period

December 1, 2020 – November 30, 2021

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
Host #R2731	12/7/2020	Connection in the Company	See Recruitment Source List
Digital Sales Specialist #R3153	3/15/2021	Bonneville Career Page	See Recruitment Source List
Account Manager #R3299	5/17/2021	Glassdoor	See Recruitment Source List
Promotions Coordinator #R3595	8/2/2021	Market Referral	See Recruitment Source List
Account Manager #R3489	8/13/2021	Connection in the Company	See Recruitment Source List
Digital Host/Producer KKFN #R3641	2/19/2021	Work In Sports	See Recruitment Source List
Sales Operations Coordinator #3859	11/29/2021	Indeed	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	3
Connection in the Company	6
Current Worker	2
Glassdoor	1
Indeed	3
Market Referral	10
Work in Sports	1
Total:	26

Performance Initiatives Undertaken

During the reporting period, the Unit participated in four virtual job fairs. The job fairs included the CMCI Career and Internship Fair (February 24, 2021), the HireColorado Multi-University Alumni Career Fair (June 23, 2021), and two Colorado Broadcasters Association Virtual Job Fairs (week of May 3-7, 2021, and the week of November 1-5, 2021).

The Unit participated in two company-wide mentorship programs held in the Fall/Winter of 2020 and the Spring/Summer of 2021. The mentorship program enables participants the opportunity to develop professional relationships, skills and attributes that will help them progress in their career. Several members of the Unit participated as either a mentor or a mentee. The duration of the mentorship program is six months. Members of the Unit also participated in a company-wide Career Development session called Own Your Own Development (November 3, 2021).

During the reporting period one of the Unit’s on-air hosts spoke to 70 high school students who are members of the St. Jude Mentoring Program via Zoom on the importance of being your best self and serving your community (April 25, 2021). The host spoke about how community commitment fits in with the role of broadcasting in the community.

Managers and staff members in the Unit participated in sexual harassment and discrimination training during the month of December 2020.

The Unit’s HR Business Partner participated in seven webinars on various topics during the reporting period; Leadership Series: Strategies for Integrating Diversity into Your Daily Work (January 14, 2021), Enacting Diversity, Equity, Inclusion and Belonging for the Future of Work (March 26, 2021), Transform Your Recruitment to Boost Engagement from Day One (April 1, 2021), Colorado Employment Law: What Has Changed in 2021 (April 7, 2021), Higher Standard: How Organizations Return, Re-Engage, Redefine and Retain Their Workforce (June 17, 2021), Building an Organization that Delivers on Purpose (March 1, 2021) and How Proactively Supporting Employee Mental Health Can Have a Positive Effect on Organizational Efficiency (May 18, 2021).

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

Media Type	Recruitment Source:
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 20th Street, Greeley, CO 80639 Phone: 970-351-2127
Radio	Work in Sports Workinsports.com Email: postajob@workinsports.com