

**KYGO-FM, KKFN-FM, KQKS(FM), KRWZ(AM), KEPN(AM)
EEO PUBLIC FILE REPORT
12/01/07 – 11/30/08¹**

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
National Sales Coordinator	1-24, 26-27	19
National Sales Coordinator	1-21, 23-24, 26-27	21
Interactive Sales Manager	1-3, 5-28	21
IT Support	1-19, 21-27	19
Account Executive	1-27	21
Account Executive	1-14, 16, 19-21, 23-27, 29	29
Account Executive	1-16, 19-21, 23-27	21
Account Executive	1-16, 19-21, 23-27, 29	29
Account Executive	1-14, 16-27, 29	21
Account Executive	1-14, 16-18, 21-27, 29	29

¹ This report provides data collected from November 30, 2007 through November 28, 2008. On March 12, 2008, station KJCD(FM) changed its call sign to KKFN-FM. On September 2, 2008, station KKFN(AM) changed its call sign to KRWZ(AM).

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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	Arapahoe Community College Career Center Jan McLees 5900 S Santa Fe Dr Littleton, CO 80160 303-797-5809 FAX 303-797-5926	N	0
2	Asian Chamber of Commerce John Wright 924 W. Colfax Denver, CO 80204 303-595-9737 asiancc@rmi.net	N	0
3	Black Chamber of Commerce Attention: Merriella 410 17 th Street Suite 220 Denver, CO 80202 merriella@coloradoblackchamer.org 303-831-0720 FAX 303-831-0755	N	0
4	Colorado Broadcasters Association Marilyn Hogan P.O. Box 2369 Breckenridge, CO 80424 www.e-cba.org	N	0
5	Colorado State University The Career Center Attention: Diane 711 Oval Drive Fort Collins, CO 80523 970-491-5707 FAX 970-491-1134	N	0
6	Community College of Denver Attention: Georgia P.O. Box 173363 Denver, CO 80217 303-556-2413 FAX 303-556-4602	N	0
7	Hispanic Chamber of Commerce Job Bank 924 W Colfax Denver, CO 80204 303-534-7783 FAX 303-595-8977	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	University of Denver Career Center Attention: Chanty 2050 E. Evans Denver, CO 80210 303-871-2150 FAX 303-4335 career@du.edu	N	0
9	Urban League of Metro Denver, Inc. Rod Cowherd 5900 E. 39 th Ave. Denver, CO 80207 303-388-5861 FAX 303-321-1245	N	0
10	The Ohio Center For Broadcasting Gary James 900 Sweet Valley Drive Valley View, OH 44125 216-447-9117 gary@beonair.com	Y	0
11	MI CASA Resource Center for Women Attention: Job Board 360 Acoma Denver, CO 80204 303-573-1302 FAX 303-595-0422	N	0
12	Services De La Raza Attention: Fabian 4055 Tejon Denver, CO 80211 303-458-5851 FAX 303-455-1332	N	0
13	Northeast Women's Center Attention: Hazel 4821 E 38 th Ave Denver, CO 80207 303-355-3486 FAX 303-355-3488	N	0
14	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	National Association of Broadcasters Employment Clearinghouse Karen Hunter 1771 North Street N.W. Washington, D.C. 20036 www.nab.org	N	0
16	National Affirmative Action Center Job Postings 3500 S Quintero Aurora, CO 80013 303-699-8599 FAX 303-699-8525	N	0
17	Lincoln Financial Media Website www.lincolnfinancailmedia.com	N	2
18	Station Websites KYGO.COM, KS1075.COM, FAN104.3COM, ESPNRADIO1600.COM	N	8
19	Jobing.com Vicki Steere 1760 Platte Street, Suite 200 Denver, CO 80202 303-327-3377 vicki.steere@jobing.com	N	12
20	Colorado Workforce Center Thomas Gonzales 1610 W. Littleton Blvd., Suite 100 Littleton, CO 80120 303-734-5228	N	1
21	Word-of-Mouth Referral	N	18
22	AMFMJobs.com jobs@amfmjobs.com Mark Holloway admin@amfmjobs.com	N	0
23	Internal Posting	N	3
24	Regis University Roxane Aungst 3333 Regis Boulevard F-12 Denver, CO 80221-1099 303-964-5493 careers@regis.edu	N	0
25	All Access Job Board www.allaccess.com 619-457-6616	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Women's Vision Foundation Sally McDonald P.O. Box 6364 Denver, CO 80206 303-470-7576 sally@womensvision.org	N	0
27	Ask Liz Ryan 1418 Mariposa Ave Boulder, CO 80302 303-807-2081 liz@asklizryan.com	N	0
28	Inside Radio P.O. Box 442 Littleton, NH 03561 800-640-58852	N	2
29	Self-Referral/Walk-In	N	5
TOTAL INTERVIEWEES OVER REPORTING PERIOD			51

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	On October 23, 2008, we participated in the Career Expo sponsored by Jobing.com. Our KKFN Local Sales Manager and Human Resource Coordinator discussed current job opportunities with attendees.
2	Management EEO training	On June 24, 2008, our Controller and Human Resource Coordinator participated in a teleconference EEO Refresher course conducted by the stations' FCC legal counsel.
3	Participate in scholarship program	Our General Manager was a member of the Colorado Broadcasters 2008 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.
4	Participate in job fair	On September 25, 2008, we participated in the E 3 Job Fair sponsored by Colorado Department of Labor and Employment. Our Human Resource Coordinator, KYGO Announcer and KKFN Account Executive discussed opportunities in broadcasting and current job openings with attendees.
5	Internship program	The Division Prize Coordinator had a college intern during Summer 2008 who trained in contesting, graphics web maintenance, and event production. The student earned academic credit for participating in the internship program.
6	Internship program	KKFN Promotions had college interns during the Fall, Winter and Summer semesters of 2007-2008. 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. Interns earned academic credit hours for their work.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
7	Internship program	The KYGO morning show had college interns during Winter, Spring and Summer 2008. The interns trained in editing traffic updates, researching questions for special guests and artists, making contacts with potential interviewees, and reconciling electronic and paper logs. Interns earned academic credit hours for their work.
8	Internship program	The Division's Production Department had a college intern during Winter 2008. The intern earned academic credit hours, training in dubbing spot audio, editing and producing commercials, and creating MP3 and CD copies of commercials.
9	Internship program	The KKFN Programming Department had a college intern during the Fall, Spring and Summer semesters of 2007-2008. The intern earned academic credit hours, training in prize coordination, digital editing techniques, and call screening.
10	Internship program	The KYGO Promotions Department had a college intern during Fall/Winter 2007-2008 and Summer 2008. The intern earned academic credit hours, training in all aspects of promotions such as concert and event set-up and contest scheduling.
11	Internship program	The KQKS Morning show had an intern during the Winter, Summer and Fall semesters of 2008. The intern earned academic credit hours, answering phones, editing and producing, updating the website, assisting with promotions, and creating air checks.
12	Activity designed to help disseminate information as to employment opportunities in broadcasting	Throughout the reporting period, all of our stations used available inventory to broadcast our 30-second on-air EEO recruitment alert.