

KYGO-FM, KKFN-FM, KQKS-FM, KRWZ-AM, KEPN-AM
EEO PUBLIC FILE REPORT
12/01/08 – 11/30/09 ¹

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
Program Director	1-16, 19, 20, 22, 23, 25, 28	25
Programming Assistant	1-25, 29	25
Account Executive	1-23, 25, 29	29
On Air Talent	1-23, 25, 26, 29, 30	29
On Air Talent	1-27	25
Account Executive	1-16, 18-26, 29	29
On Air Talent	1-16, 18-26, 30	21

¹ This report provides data collected from November 29, 2008 through November 27, 2009.

**KYGO-FM, KKFN-FM, KQKS-FM, KRWZ-AM), KEPN-AM
EEO PUBLIC FILE REPORT
12/01/08 – 11/30/09**

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	Colorado Black Chamber of Commerce Attention: Staff 410 17 th Street Suite 220 Denver, CO 80202 staff@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.coloradobroadcasters.org	N	1
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

**KYGO-FM, KKFN-FM, KQKS-FM, KRWZ-AM), KEPN-AM
EEO PUBLIC FILE REPORT
12/01/08 – 11/30/09**

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	The Ohio Center For Broadcasting Gary James 900 Sweet Valley Drive Valley View, OH 44125 216-447-9117 gary@beonair.com	Y	0
10	MI CASA Resource Center for Women Attention: Job Board 360 Acoma Denver, CO 80204 303-573-1302 FAX 303-595-0422	Y	0
11	Services De La Raza Attention: Fabian 4055 Tejon Denver, CO 80211 303-458-5851 FAX 303-455-1332	N	0
12	Northeast Women's Center Attention: Hazel 4821 E 38 th Ave Denver, CO 80207 303-355-3486 FAX 303-355-3488	N	0
13	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
14	National Affirmative Action Center Job Postings 3500 S Quintero Aurora, CO 80013 303-699-8599 FAX 303-699-8525	N	0
15	Lincoln Financial Media Website www.lincolnfinancialmedia.com	N	3
16	Station Websites: KYGO.COM, KS1075.COM, FAN104.3COM, ESPNRADIO1600.COM CRUISIONOLDIES950.COM	N	5

**KYGO-FM, KKFN-FM, KQKS-FM, KRWZ-AM), KEPN-AM
EEO PUBLIC FILE REPORT
12/01/08 – 11/30/09**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Jobing.com 1760 Platte Street, Suite 200 Denver, CO 80202 303-327-3377	N	1
18	Colorado Workforce Center Beverly Quinton 5500 S. Quebec St. Suite 175 Greenwood Village, CO 80111 303-636-1211 www.coworkforce.com	N	0
19	AMFMJobs.com jobs@amfmjobs.com Mark Holloway admin@amfmjobs.com	N	0
20	Regis University Roxane Aungst 3333 Regis Boulevard F-12 Denver, CO 80221-1099 303-964-5493 careers@regis.edu	N	0
21	All Access Job Board Job Postings www.allaccess.com	N	11
22	Women's Vision Foundation Sally McDonald P.O. Box 6364 Denver, CO 80206 303-470-7576 sally@womensvision.org	N	0
23	Ask Liz Ryan 1418 Mariposa Ave Boulder, CO 80302 303-807-2081 liz@asklizryan.com	N	0
24	UCDD Career Center Roseann Wagner Tivoli Room 259 303-556-2250 www.careers.cudenver.edu	N	0
25	Internal Posting / Candidate	N	5
26	Metropolitan State College of Denver Office Of Career Services April Abernethy 303-556-6106 aabernet@mscd.edu	N	0
27	Rick Scott & Associates Sports Radio Jobs Posting www.sportsradio.com	N	3

**KYGO-FM, KKFN-FM, KQKS-FM, KRWZ-AM), KEPN-AM
EEO PUBLIC FILE REPORT
12/01/08 – 11/30/09**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Radio & Records P.O. Box 515408 Los Angeles, CA 90051 www.radioandrecords.com	N	3
29	Word-of –mouth referrals	N	15
30	Self-Referral/Walk-In	N	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			51

EEO PUBLIC FILE REPORT

12/01/08 – 11/30/09

RECruitment Information

12/01/08 – 11/30/09

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	On November 2, 2009, the stations participated in the Career Fair sponsored by National Career Fairs, discussing opportunities in broadcasting and current job opportunities with attendees. Station participants included Human Resource Coordinator.
2	Participate in scholarship program	Our General Manager was a member of the Colorado Broadcasters 2008-2009 education committee to coordinate scholarship funds for four-year, vocational and continuing education scholarships. He helped solicit member colleges/universities, train schools and member stations for scholarship applications, and select recipients for scholarships.
3	Participate in job fair	On August 18, 2009, the stations participated in the NAACP Diversity Job Fair, discussing opportunities in broadcasting and current job openings with attendees. Station participants included Human Resource Coordinator and Marketing Director.
4	Internship program	KKFN Promotions had five college interns during the Fall and Winter 2008-2009, and five college interns during spring and summer 2009. 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.
5	Internship program	The Division Prize Coordinator had three college interns winter through summer 2009. They trained in contesting; graphics web maintenance, and event production. The students earned academic credit for participating in the internship program.
6	Internship program	The KQKS Morning show had two interns during winter 2009 and one during summer 2009. The Street Team had one intern spring - summer 2009. The interns earned academic credit hours, answering phones, editing and producing, updating the website, assisting with promotions, and creating air checks.

KYGO-FM, KKFN-FM, KQKS(FM), KRWZ(AM), KEPN(AM)**EEO PUBLIC FILE REPORT**

12/01/08 – 11/30/09

~~EEO PUBLIC FILE REPORT~~

12/01/08 – 11/30/09

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
7	Internship program	The KYGO programming department had two college interns during fall 2008 to winter 2009, and one intern winter through spring 2009. 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. One of the Interns was hired as a part time employee. Interns earned academic credit hours for their work.
8	Internship program	The KKFN Programming Department had a college intern during the spring semester of 2009. The intern earned academic credit hours, training in prize coordination, digital editing techniques, and call screening. Intern was hired as a part time employee.
9	Internship program	The KYGO Promotions Department had a college intern during Fall/Winter 2008-2009 and Summer 2009. The intern earned academic credit hours, training in all aspects of promotions such as concert and event set-up and contest scheduling.
10	Management EEO training	All supervisors completed “Unlawful Harassment Awareness” training course during summer 2009.