

EEO Public File Report and Related Documentation

For Radio Stations:

Colorado Springs, CO

**KATC(FM)
KKMG(FM)
KKPK(FM)**

**KKFM(FM)
KCSF(AM)
KVOR(AM)**

Reporting Period:

December 1, 2016 through November 30 2017

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Chapter 1

EEO Public File Report (2016-2017)



CUMULUS

KATC(FM), KCSF(AM), KKFM(FM), KKPK(FM), KKMG(FM), and KVOR(AM)

EEO Public File Report

December 1, 2015 through November 30 2016

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Front Desk Administrative Asst.	1-10, 13, 17-19	2
Account Executive	1-7, 17	17
Sales Manager	1-7, 17	17
Program Director (KKMG)	1-7, 14-17	17
Newsperson / On Air (KVOR)	11-12, 14-18	17

KATC(FM), KCSF(AM), KKFM(FM), KKPK(FM), KKMGM(FM), and KVOR(AM)

EEO Public File Report

December 1, 2016 through November 30 2017

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	Company Job Board	N	1
2	Indeed Website www.indeed.com	N	7
3	Glassdoor Website www.glassdoor.com	N	3
4	Linkup Website www.linkup.com	N	0
5	ZipRecruiter Website www.ziprecruiter.com	N	0
6	Monster Website www.monster.com	N	0
7	Facebook www.facebook.com	N	0
8	University of Colorado Boulder 2055 Regent Drive, Boulder, CO 80309 303-492-6970 www.joinhandshake.com	N	0
9	University of Northern Colorado 501 20 th St, Greeley, CO 80639 970-351-1890 www.joinhandshake.com	N	0
10	Colorado State University Ammons-Hall 711 Oval Dr., Fort Collins, CO, 80523 970-491-5707 www.joinhandshake.com	N	1
11	University of Colorado, Colorado Springs Attn: Student Employment 1420 Austin Bluffs Pkwy, Colorado Springs, CO 80933 719-255-3454	N	0
12	Pikes Peak Community College Brian Wheeler	N	0

	5675 S. Academy Blvd., Colorado Springs, CO 80906 719-540-3700		
13	Pikes Peak Workforce Center 2306 E. Pikes Peak Ave., Colorado Springs, CO 80909 719-667-3700 www.connectingcolorado.com	N	1
14	Colorado Broadcast and Multimedia School Jim Murphy 404 Upham Street, Lakewood, CO 80226 303-937-7070	N	1
15	Colorado Broadcasters Association 333 W Hampden Ave #400, Englewood, CO 80110 720-536-5427 CBA@ColoradoBroadcastersAssociation.com	N	2
16	All Access Website www.allaccess.com	N	18
17	Employee Referral	N	8
18	SEU Job Fair (see Section III)	N	4
19	SEU Internship Program (See Section III)	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			47

KATC(FM), KCSF(AM), KKFM(FM), KKPK(FM), KKMKG(FM), and KVOR(AM)

EEO Public File Report

December 1, 2016 through November 30 2017

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Seven cluster-wide interns from December 1, 2016 through November 30, 2017. Five from Pikes Peak Community College, one from University of Colorado, Colorado Springs, and one from Colorado State University at Pueblo.
2	Participate in at least four (4) events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Operations Manager, Robert Irwin, serves as the Advisory Board Chairman of the Radio/TV Department of Pikes Peak Community College. Each quarter his meetings include input from community leaders and educators to provide and extend career opportunities to area students.
3	Participate in Job Fair	<p>On September 21, 2017, our SEU participated in the Pikes Peak Workforce Center Job Fair at Hotel Elegante in Colorado Springs. SEU representatives occupied a booth and spoke with interested attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Sales Manager, Business Manager, and Operations Manager, who collected resumes and applications in addition to conducting on-the-spot interviews.</p> <p>For the week of May 8, 2017, our SEU participated in the Colorado Broadcaster's Association Virtual Job Fair. SEU representative solicited interested attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants</p>

included our Operations Manager, who collected resumes and applications in addition to conducting follow up phone interviews.

For the week of October 16, 2017, our SEU participated in the Colorado Broadcaster's Association Virtual Job Fair. SEU representatives solicited interested attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Sales Manager and Operations Manager, who collected resumes and applications in addition to conducting follow up phone interviews.

Chapter 2

Vacancy Data Forms

KATC(FM), KCSF(AM), KKFM(FM), KKPK(FM), KKMG(FM), and KVOR(AM)

VACANCY DATA FORM

Full-Time Job Title: Front Desk Administrative Assistant	Date Filled: 10/30/17
Recruitment Source ("RS") Referring Hiree: Indeed Website "www.indeed.com"	Total Number of Interviewees: 12

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Company Job Board	N	1
2.	Indeed Website	N	5
3.	Glassdoor Website	N	
4.	Linkup Website	N	
6.	ZipRecruiter Website	N	
7.	Monster Website	N	
8.	Facebook	N	
9.	University of Colorado Boulder	N	
10.	University of Northern Colorado	N	
11.	Colorado State University	N	1
12.	Pikes Peak Workforce Center	N	1
13.	Employee Referral	N	1
14.	SEU Job Fair	N	2
15.	SEU Internship Program	N	1
16.			
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19.			
Total Interviewees			12

KATC(FM), KCSF(AM), KKFM(FM), KKPK(FM), KKMG(FM), and KVOR(AM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 4/3/2017
Recruitment Source ("RS") Referring Hiree: Employee Referral	Total Number of Interviewees: 6

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Company Job Board	N	
2.	Indeed Website	N	1
3.	Glassdoor Website	N	3
4.	Linkup Website	N	
6.	ZipRecruiter Website	N	
7.	Monster Website	N	
8.	Facebook	N	
9.	Employee Referral	N	2
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Total Interviewees			6

KATC(FM), KCSF(AM), KKFM(FM), KKPK(FM), KKMG(FM), and KVOR(AM)

VACANCY DATA FORM

Full-Time Job Title: Sales Manager	Date Filled: 5/22/2017
Recruitment Source ("RS") Referring Hiree: Employee Referral	Total Number of Interviewees: 4

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Company Job Board	N	
2.	Indeed Website	N	1
3.	Glassdoor Website	N	
4.	Linkup Website	N	
6.	ZipRecruiter Website	N	
7.	Monster Website	N	
8.	Facebook	N	
9.	Employee Referral	N	3
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Total Interviewees			4

KATC(FM), KCSF(AM), KKFM(FM), KKPK(FM), KKMG(FM), and KVOR(AM)

VACANCY DATA FORM

Full-Time Job Title: Program Director KKMG	Date Filled: 6/26/2017
Recruitment Source ("RS") Referring Hiree: Employee Referral	Total Number of Interviewees: 21

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Company Job Board	N	
2.	Indeed Website	N	
3.	Glassdoor Website	N	
4.	Linkup Website	N	
6.	ZipRecruiter Website	N	
7.	Monster Website	N	
8.	Facebook	N	
9.	Colorado Broadcast Multimedia School	N	1
10.	Colorado Broadcasters Association	N	2
11.	All Access Website	N	17
12.	Employee Referral	N	1
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Total Interviewees			21

KATC(FM), KCSF(AM), KKFM(FM), KKPK(FM), KKMGM(FM), and KVOR(AM)

VACANCY DATA FORM

Full-Time Job Title: Newsperson / On-Air KVOR	Date Filled: 11/16/17
Recruitment Source ("RS") Referring Hire: Employee Referral	Total Number of Interviewees: 4

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	University of Colorado, Colorado Springs	N	
2.	Pikes Peak Community College	N	
3.	Colorado Broadcast and Multimedia School	N	
4.	Colorado Broadcasters Association	N	
6.	All Access Website	N	1
7.	Employee Referral	N	1
8.	SEU Job Fair	N	2
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Total Interviewees			4

Chapter 3

Interviewee Data Forms (Names Redacted)