

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, 2018 through November 30, 2019

Chapter 1

EEO Public File Report (2018-2019)



CUMULUS

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

EEO Public File Report

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Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
On-Air Host / Promotions Director (KKMG)	1-7, 12, 14-17	17
Program Director (KKMG)	1-7, 12, 14-17	17

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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	Company Job Board	N	0
2	Indeed Website www.indeed.com	N	0
3	Glassdoor Website www.glassdoor.com	N	0
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	Colorado State University - Pueblo 2200 Bonforte Blvd, Pueblo, CO 81001 719-549-21000	N	0
9	Colorado College 14 E Cache La Poudre St, Colorado Springs, CO 80903 719-389-6000	N	0
10	Colorado State University Ammons-Hall 711 Oval Dr., Fort Collins, CO 80523 970-491-5707 www.joinhandshake.com	N	0
11	LinkedIn www.linkedin.com	N	0
12	Pikes Peak Community College Brian Wheeler 5675 S. Academy Blvd., Colorado Springs, CO 80906 719-540-3700	N	1
13	Pikes Peak Workforce Center 2306 E. Pikes Peak Ave., Colorado Springs, CO 80909 719-667-3700	N	0

	www.connectingcolorado.com		
14	Colorado Broadcast and Multimedia School Jim Murphy 404 Upham Street, Lakewood, CO 80226 303-937-7070	N	0
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	12
17	Employee Referral	N	4
18	SEU Job Fair (see Section III)	N	0
19	SEU Internship Program (See Section III)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			19

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

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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.	The SEU has established an internship program pursuant to which students from local colleges and universities serve as interns and handle responsibilities within our stations' promotions, programming, engineering, and production departments. These responsibilities included learning how commercials are produced, event planning, social media, and the general operations of a radio station. Supervision for interns varies as different responsibilities are learned from different departments; however, overall supervision and reporting goes through Operations Manager. SEU hosted five cluster-wide interns from December 1, 2018 through November 30, 2019: two from Pikes Peak Community College, two from University of Colorado, Colorado Springs, one from Western Illinois University.
2	Participate in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Through our cluster membership with Colorado Broadcasters Association, we provide broadcast opportunities to traditional and non-traditional students. As CBA members we help in providing feedback in the design of the program. While members of the CBA's board of directors execute the program, they consistently solicit member stations for input and feedback on the design of the program, ask member stations to assist in soliciting prospective scholarship recipients and request feedback on the effectiveness of the program from member stations whose employees reap the reward of participating in the program. http://www.coloradobroadcasters.org/scholarships/

3	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Operations Manager 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.
4	Participate in Job Fair	On November 13, 2019, our SEU participated in the Colorado Broadcaster's Association Broadcaster's Career Fair. SEU representatives occupied a booth and spoke with interested attendees about career opportunities in broadcasting as well as job openings within the SEU. SEU participants included our Sales Manager, Operations Manager, Business Manager, and Market Manager who collected resumes and applications in addition to conducting on-the-spot interviews.
5	Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Our KATC-FM Program Director designed a training program to teach three (3) staff members how to schedule music. Taking the time and initiative to learn skills outside the requirements of their positions and day-to-day responsibilities will hopefully qualify them to move into a higher-level position in the future.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.