



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

EEO Public File Report

December 1, 2019 through November 30, 2020

I. VACANCY LIST

See Section II, the Master Recruitment Source List (“MRSL”) for recruitment data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Integrated Multi-Media Sales Professional	1-6, 14-17	17
Morning Show Host (KATC)	1-6, 12, 14-17	17
Morning Show Host (KATC)	1-6, 12, 14-17	16

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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 https://cumulusmedia.jobs.net/en-US/search	N	2
2	Indeed Website www.indeed.com	N	11
3	Glassdoor Website www.glassdoor.com	N	0
4	Linkup Website www.linkup.com	N	0
5	ZipRecruiter Website www.ziprecruiter.com	N	8
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

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Pikes Peak Community College Brian Wheeler 5675 S. Academy Blvd., Colorado Springs, CO 80906 719-540-3700	N	2
13	Pikes Peak Workforce Center 2306 E. Pikes Peak Ave., Colorado Springs, CO 80909 719-667-3700 www.connectingcolorado.com	N	0
14	Colorado Broadcast and Multimedia School Jim Murphy 404 Upham Street, Lakewood, CO 80226 303-937-7070	N	3
15	Colorado Broadcasters Association 333 W Hampden Ave #400, Englewood, CO 80110 720-536-5427 CBA@ColoradoBroadcastersAssociation.com	N	4
16	All Access Website www.allaccess.com	N	5
17	Employee Referral	N	9
18	SEU Job Fairs (<i>see Section III</i>)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			44

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting (4)	During this reporting period, our SEU's Operations Manager served as the Advisory Board Chairman of the Radio/TV Department of Pikes Peak Community College. He presided over quarterly meetings to not only discuss career opportunities available in broadcasting but also encouraged community leaders and educators to offer job opportunities to area students.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.