

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

**EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022**

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
On-Air Talent	1-29, 32-51	1
Programming Director/On-Air	1-29, 36-39, 41, 43, 45-48, 50-54	1
Account Executive	1-30, 36-39, 41, 43, 45-48, 50-54	30
Account Executive	1-30, 36-39, 41, 43, 45-48, 50-54	30
Digital Sales Manager	1-30, 36-39, 41, 43, 45-48, 50-54	30

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	15
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	2
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	11
31	Internal Transfer/Promotion	N	0
32	Univ. of Colorado at Colorado Springs 1420 Austin Bluffs Parkway Colorado Springs, CO 80918 (719) 255-3745 bkratzer@uccs.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Intellitec College 2315 E Pikes Peak Avenue Colorado Springs, CO 80910 (719) 632-7626 jjohnston@intellitec.edu	N	0
34	Career Development Services LLC 4570 Hilton Parkway Colorado Springs, CO 80907 (719) 473-8575 yasmin@careerdevservices.com	N	0
35	Aspenpointe Enterprises 220 Ruskin Drive Colorado Springs, CO 80910 (719) 637-8919 joni.davis@aspenpointe.org	N	0
36	Pikes Peak Workforce Center- Fountain 350 Lyckman Drive Fountain, CO 80817 719-444-8311 bethlehemsaniotis@elpasoco.com	N	0
37	Community Readiness Consultant Airman & Family Readiness Center USAF Academy, CO 80840 jeannie.lopez@us.af.mil	N	0
38	Wounded Warrior Project 1 S, Nevada Avenue Colorado Springs, CO 80903 719-377-9504 cjohnson@woundedwarriorproject.org rmckenna@woundedwarriorproject.org	N	0
39	American Legion Post 5 PO Box 10276 Colorado Springs, CO 80906 mee477@yahoo.com	N	0
40	Devry University 1175 Kelly Johnson Boulevard Colorado Springs, CO 80920 (719) 866-6775 cmossjr@devry.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Women's Resource Agency 750 Citadel Drive E Colorado Springs, CO 80909 (719) 471-3170 reception@wrainc.org	N	0
42	Salvation Army/New Hope Center 709 S Sierra Madre Colorado Springs, CO 80903 (719) 578-9190 tom.gerritsen@usw.salvationarmy.org	N	0
43	Springs Rescue Mission 5 W Las Vegas Street Colorado Springs, CO 80903 (719) 632-1822 patriciag@springsrescuemission.org	N	0
44	Goodwill Industries 324 E Pikes Peak Avenue Colorado Springs, CO 80903 (719) 444-5024 evanplattner@elpasoco.com jessicaortiz@elpasoco.com	N	0
45	Colorado Div. of Vocational Rehabilitation 1365 Garden of the Gods Road Colorado Springs, CO 80907 (719) 635-3585 loretta.jacobs@state.co.us	N	0
46	Nazarene Bible College 1111 Academy Park Loop Colorado Springs, CO 80910 (719) 884-5092 tdcofield@nbc.edu	N	0
47	Colorado College 14 E Cache La Poudre Colorado Springs, CO 80903 (719) 389-6893 careercenter@coloradocollege.edu	N	0
48	Urban League of Pikes Peak Region 506 E Moreno Avenue Colorado Springs, CO 80903 719-634-1525 info@ulppr.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Pikes Peak Workforce Center 235 Jefferson Street Monument, CO 80132 719-481-4864 OperationsManager@Tri-LakesCares.org	N	0
50	Aspen Mine Center 166 E Bennent Avenue Cripple Creek, CO 80813 719-689-3584 rmichael.bartol@state.co.us	N	0
51	Pikes Peak Workforce Center 1675 Garden of the Gods Road Colorado Springs, CO 80907 719-667-3700 antonioford@elpasoco.com deanmiller@elpasoco.com	N	0
52	Veteran Employment Center - CO CO rebecca.s.small.ctr@mail.mil	N	0
53	Denver Indian Center 4407 Morrison Drive Denver, CO 80221 303-936-2688 lauren@denverindiancenter.org pat@denverindiancenter.org	N	0
54	State of Colorado CO dana.williams@denvergov.org gclewiss218k@msn.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			28

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, what are the types of Unconscious Bias and how do we overcome it.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.
6	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	Our SEU’s Operations Manager served as the Radio/TV Media Advisory Board Chairman of Pikes Peak Community College during this reporting period. This Board helps define the curriculum for the Radio/TV/Online media classes. The Chairman is responsible for the quarterly meeting agenda.
7	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	On August 23, 2022, our SEU’s Operations Manager participated in the Program Advisory Committee meeting at the Colorado Media School. This Committee ensures that the school curriculum is aligned with the needs of potential broadcast employers. Our Operations Manager represents large market radio stations and their needs.