

**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, 2017 through November 30, 2018**

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## **Chapter 1**

### **EEO Public File Report (2017-2018)**



# CUMULUS

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

**EEO Public File Report**

**December 1, 2017 through November 30, 2018**

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-7, 17, 18	1
Account Executive	1-7, 17	17
Digital Sales Manager	1-13, 17	17
Promotions Director (KKFM)	1-7, 14-18	16

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

EEO Public File Report

December 1, 2017 through November 30, 2018

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	46
2	Indeed Website <a href="http://www.indeed.com">www.indeed.com</a>	N	16
3	Glassdoor Website <a href="http://www.glassdoor.com">www.glassdoor.com</a>	N	0
4	Linkup Website <a href="http://www.linkup.com">www.linkup.com</a>	N	0
5	ZipRecruiter Website <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N	5
6	Monster Website <a href="http://www.monster.com">www.monster.com</a>	N	0
7	Facebook <a href="http://www.facebook.com">www.facebook.com</a>	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 <a href="http://www.joinhandshake.com">www.joinhandshake.com</a>	N	0
11	LinkedIn <a href="http://www.linkedin.com">www.linkedin.com</a>	N	0
12	Pikes Peak Community College Brian Wheeler 5675 S. Academy Blvd., Colorado Springs, CO 80906 719-540-3700	N	0
13	Pikes Peak Workforce Center 2306 E. Pikes Peak Ave., Colorado Springs, CO 80909 719-667-3700	N	0

	<a href="http://www.connectingcolorado.com">www.connectingcolorado.com</a>		
14	Colorado Broadcast and Multimedia School Jim Murphy 404 Upham Street, Lakewood, CO 80226 303-937-7070	N	2
15	Colorado Broadcasters Association 333 W Hampden Ave #400, Englewood, CO 80110 720-536-5427 <a href="mailto:CBA@ColoradoBroadcastersAssociation.com">CBA@ColoradoBroadcastersAssociation.com</a>	N	0
16	All Access Website <a href="http://www.allaccess.com">www.allaccess.com</a>	N	8
17	Employee Referral	N	2
18	SEU Job Fair (see Section III)	N	1
19	SEU Internship Program (See Section III)	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>80</b>

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

**EEO Public File Report**

**December 1, 2017 through November 30, 2018**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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, Robert Irwin. SEU hosted three cluster-wide interns from December 1, 2017 through November 30, 2018 from Pikes Peak Community College.
<b>2</b>	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.  <a href="http://www.coloradobroadcasters.org/scholarships/">http://www.coloradobroadcasters.org/scholarships/</a>

3	Participate in 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.
4	Provide training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.	Operations Manager, Robert Irwin, serves on the leadership team of a local non-profit community organization which provides training to potential broadcast position candidates.
5	Participate in Job Fair	On March 10, 2018, our SEU participated in the Colorado Broadcaster's Association Denver Area Broadcaster's Career Fair. 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 and Operations Manager, who collected resumes and applications in addition to conducting on-the-spot interviews.



## **Chapter 2**

### **Vacancy Data Forms**

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

**VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Account Executive	<b>Date Filled:</b> 6/14/2018
<b>Recruitment Source (“RS”) Referring Hiree:</b> Company Job Board	<b>Total Number of Interviewees:</b> 19

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	Company Job Board	N	14
2.	ZipRecruiter Website	N	3
3.	Indeed Website	N	1
4.	Job Fair	N	1
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<b>Total Interviewees</b>			<b>19</b>

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

**VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Account Executive	<b>Date Filled:</b> 9/4/2018
<b>Recruitment Source (“RS”) Referring Hiree:</b> Employee Referral	<b>Total Number of Interviewees:</b> 31

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	Company Job Board	N	27
2.	Indeed website	N	2
3.	Employee Referral	N	1
4.	ZipRecruiter website	N	1
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<b>Total Interviewees</b>			<b>31</b>

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

**VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Digital Sales Manager	<b>Date Filled:</b> 10/1/2018
<b>Recruitment Source (“RS”) Referring Hiree:</b> Employee Referral	<b>Total Number of Interviewees:</b> 16

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	Company Job Board	N	4
2.	Indeed website	N	11
3.	Employee Referral	N	1
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<b>Total Interviewees</b>			<b>16</b>

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

**VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Promotions Director (KKFM)	<b>Date Filled:</b> 6/18/2018
<b>Recruitment Source (“RS”) Referring Hiree:</b> AllAccess Website	<b>Total Number of Interviewees:</b> 14

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	AllAccess Website	N	8
2.	Colorado Broadcast and Multimedia School	N	2
3.	Company Job Board	N	1
4.	Indeed Website	N	2
6.	ZipRecruiter Website	N	1
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<b>Total Interviewees</b>			<b>14</b>

## **Chapter 3**

### **Interviewee Data Forms (Names Redacted)**