

EEO PUBLIC FILE REPORT

FOR

STATIONS KILO-FM & KRXP-FM
Colorado Springs Radio Broadcasters, Inc.

This EEO Public File Report
Covers the Period
December 1, 2019 through November 30, 2020

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KILO-FM & KRXP-FM's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period from December 1, 2019, through November 30, 2020 the station filled the following full-time vacancies:

Position	Date Open	Date Filled
ADMINISTRATIVE ASSISTANT	12/09/2019	12/23/2019
ADMINISTRATIVE ASSISTANT	01/22/2020	02/03/2020
ACCOUNT EXECUTIVE	04/24/2020	05/18/2020
ACCOUNT EXECUTIVE	11/10/2020	OPEN

The station interviewed a total of 17 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of interviewees referred</u>
PIKES PEAK COMMUNITY COLLEGE	0
PIKES PEAK WORKFORCE CENTER	0
ALL ACCESS CAREERS WEBSITE	0
THE INDEPENDENT (NEWSPAPER)	0
INDEED.COM	2
BAHAKEL COMMUNICATIONS	0
KILO/KRXP IN-HOUSE POSTING	2
KILO WEBSITE	5
KRXP WEBSITE	5
KILO RADIO ON AIR AD	1
KRXP RADIO ON AIR AD	0
KILO/KRXP EMPLOYEE REFERRAL	2
KILO /KRXP GROUP EMAIL	0
TOTAL	17

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the Federal Communications Commissions' Equal Employment Opportunity rules during the time period of this report.

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: ADMINISTRATIVE ASSISTANT
Recruitment Source That Referred the Hiree: employee referral
Date Opened: 12/09/2019
Total # Persons Interviewed: 3
Date Vacancy Filled: 12/23/2019

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
PIKES PEAK COMMUNITY COLLEGE	Post on ppccc.edu/career-services/employers			0	No
PIKES PEAK WORKFORCE CENTER	Post on connectingcolorado.com			0	No
ALL ACCESS CAREERS WEBSITE	allaccess.com			0	No
THE INDEPENDENT (newspaper)	amy.sweet@csindy.com	Amy Sweet	719-577-4545	0	No
BAHAKEL COMMUNICATIONS	tmace@bahakel.com	Terry Mace	704-372-4434	0	No
KILO/KRXP IN-HOUSE POSTING	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No
KILO WEBSITE	kilo943.com	Virginia Swanson	719-955-1300	1	No
KRXP WEBSITE	1039rxp.com	Virginia Swanson	719-955-1300	1	No
KILO RADIO ON AIR AD	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No
KRXP RADIO ON AIR AD	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No
KILO/KRXP EMPLOYEE REFERRAL	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	1	No
KILO /KRXP GROUP EMAIL	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: ADMINISTRATIVE ASSISTANT
Recruitment Source That Referred the Hiree: In-house posting
Date Opened: 01/22/2020
Total # Persons Interviewed: 8
Date Vacancy Filled: 02/05/2020

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
PIKES PEAK COMMUNITY COLLEGE	Post on ppccc.edu/career-services/employers			0	No
PIKES PEAK WORKFORCE CENTER	Post on connectingcolorado.com			0	No
ALL ACCESS CAREERS WEBSITE	allaccess.com			0	No
THE INDEPENDENT (newspaper)	amy.sweet@csindy.com	Amy Sweet	719-577-4545	0	No
BAHAKEL COMMUNICATIONS	tmace@bahakel.com	Terry Mace	704-372-4434	0	No
KILO/KRXP IN-HOUSE POSTING	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	1	No
KILO WEBSITE	kilo943.com	Virginia Swanson	719-955-1300	3	No
KRXP WEBSITE	1039rxp.com	Virginia Swanson	719-955-1300	4	No
KILO RADIO ON AIR AD	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No
KRXP RADIO ON AIR AD	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No
KILO/KRXP EMPLOYEE REFERRAL	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No
KILO /KRXP GROUP EMAIL	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: ACCOUNT EXECUTIVE
Recruitment Source That Referred the Hiree: indeed.com
Date Opened: 4/24/2020
Total # Persons Interviewed: 3
Date Vacancy Filled: 5/18/2020

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
PIKES PEAK COMMUNITY COLLEGE	Post on ppccc.edu/career-services/employers			0	No
PIKES PEAK WORKFORCE CENTER	Post on connectingcolorado.com			0	No
ALL ACCESS CAREERS WEBSITE	allaccess.com			0	No
THE INDEPENDENT (newspaper)	amy.sweet@csindy.com	Amy Sweet	719-577-4545	0	No
INDEED.COM	INDEED.COM	Virginia Swanson	719-955-1300	2	No
BAHAKEL COMMUNICATIONS	tmace@bahakel.com	Terry Mace	704-372-4434	0	No
KILO/KRXP IN-HOUSE POSTING	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	1	No
KILO WEBSITE	kilo943.com	Virginia Swanson	719-955-1300	0	No
KRXP WEBSITE	1039rxp.com	Virginia Swanson	719-955-1300	0	No
KILO RADIO ON AIR AD	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No
KRXP RADIO ON AIR AD	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No
KILO/KRXP EMPLOYEE REFERRAL	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No
KILO /KRXP GROUP EMAIL	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: ACCOUNT EXECUTIVE

Recruitment Source That Referred the Hiree:

Date Opened: 11/10/2020

Total # Persons Interviewed: 3

Date Vacancy Filled: OPEN

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
PIKES PEAK COMMUNITY COLLEGE	Post on ppccc.edu/career-services/employers			0	No
PIKES PEAK WORKFORCE CENTER	Post on connectingcolorado.com			0	No
ALL ACCESS CAREERS WEBSITE	allaccess.com			0	No
THE INDEPENDENT (newspaper)	amy.sweet@csindy.com	Amy Sweet	719-577-4545	0	No
INDEED.COM	INDEED.COM	Virginia Swanson	719-955-1300	0	No
BAHAKEL COMMUNICATIONS	tmace@bahakel.com	Terry Mace	704-372-4434	0	No
KILO/KRXP IN-HOUSE POSTING	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No
KILO WEBSITE	kilo943.com	Virginia Swanson	719-955-1300	1	No
KRXP WEBSITE	1039rxp.com	Virginia Swanson	719-955-1300	0	No
KILO RADIO ON AIR AD	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	1	No
KRXP RADIO ON AIR AD	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No
KILO/KRXP EMPLOYEE REFERRAL	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	1	No
KILO /KRXP GROUP EMAIL	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0	No

Outreach Initiatives

Stations KILO-FM and KRXP-FM have engaged in the following outreach activities during the year covered by this report:

Type of Activity	Brief Description
Student Internship December 1, 2019-November 30, 2020	KILO/KRXP continually participates in a student internship program with Pikes Peak Community College and UCCS. The internship period is of a variable length of time dependent upon the needs of the student, concurrent with facility availability. There was one intern during this reporting period.
Virtual Job Fairs . . . Colorado Broadcasters Association	KILO and KRXP participated in four virtual job fairs with the Colorado Broadcasters Association. Dates of the virtual job fairs were: February 16-21, 2020, May 11-15, 2020, August 10-15, 2020, and November 16-21, 2020.