

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, 2020 through November 30, 2021

## 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	12/21/20	01/05/21
General Manager	12/07/20	12/21/20
Account Executive 1	11/10/20	02/01/21
Account Executive 2	11/12/20	05/24/21

The station interviewed a total of 24 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>
Allaccess.com industry website	0
Bahakel Communications	0
Colorado Broadcasters Association-coloradobroadcasters.org	0
Colorado College, University of Colorado (Boulder, Colorado Springs, Denver), & University of Northern Colorado	0
Indeed.com	14
The Independent (newspaper)	0
KILO on-air ad	0
KILO website	0
KILO/KRXP employee referral	9
KILO/KRXP in-house posting	0
KRXP on-air ad	0
KRXP website	0
LinkedIn	0
Pikes Peak Community College	0
Outside referral	1
<b>TOTAL</b>	<b>24</b>

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: 12/21/2020**

**Total # Persons Interviewed: 3**

**Date Vacancy Filled: 01/05/2021**

### Recruitment Sources Used to Fill the Vacancy

Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Allaccess industry website	allaccess.com			0	No
Bahakel Communications	hr@bahakel.com	various	704-372-4434	0	No
Colorado Broadcasters Association	coloradobroadcasters.org			0	No
Colorado College, University of Colorado (Boulder, Colorado Springs, Denver), & University of Northern Colorado	handshake.com			0	No
Indeed.com	indeed.com			2	No
The Independent (newspaper)	amy.sweet@csindy.com	Amy Sweet	719-577-4545	0	No
KILO on-air ad	jjanc@kilo943.com	Jason Janc	719-955-1300	0	No
KILO website	kilo943.com	Jason Janc	719-955-1300	0	No
KILO/KRXP employee referral	jjanc@kilo943.com	Jason Janc	719-955-1300	1	No
KILO/KRXP in-house posting	jjanc@kilo943.com	Jason Janc	719-955-1300	0	No
KRXP on-air ad	jjanc@kilo943.com	Jason Janc	719-955-1300	0	No
KRXP website	1039rxp.com	Jason Janc	719-955-1300	0	No
LinkedIn				0	No
Pikes Peak Community College	purplebriefcase.com			0	No

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy: GENERAL MANAGER**

**Recruitment Source That Referred the Hiree: employee referral**

**Date Opened: 12/07/2020**

**Total # Persons Interviewed: 1**

**Date Vacancy Filled: 12/21/2021**

**Recruitment Sources Used to Fill the Vacancy**

Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Allaccess industry website	allaccess.com			0	No
Bahakel Communications	hr@bahakel.com	various	704-372-4434	0	No
Colorado Broadcasters Association	coloradobroadcasters.org			0	No
Colorado College, University of Colorado (Boulder, Colorado Springs, Denver), & University of Northern Colorado	handshake.com			0	No
Indeed.com	indeed.com			0	No
The Independent (newspaper)	amy.sweet@csindy.com	Amy Sweet	719-577-4545	0	No
KILO on-air ad	sudell@kilo943.com	Jason Janc	719-955-1300	0	No
KILO website	kilo943.com	Jason Janc	719-955-1300	0	No
KILO/KRXP employee referral	sudell@kilo943.com	Jason Janc	719-955-1300	1	No
KILO/KRXP in-house posting	sudell@kilo943.com	Jason Janc	719-955-1300	0	No
KRXP on-air ad	sudell@kilo943.com	Jason Janc	719-955-1300	0	No
KRXP website	1039rxp.com	Jason Janc	719-955-1300	0	No
LinkedIn				0	No
Pikes Peak Community College	purplebriefcase.com			0	No

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy: ACCOUNT EXECUTIVE 1**  
**Recruitment Source That Referred the Hiree: Employee referral**  
**Date Opened: 11/10/2020**  
**Total # Persons Interviewed: 10**  
**Date Vacancy Filled: 02/01/2021**

**Recruitment Sources Used to Fill the Vacancy**

Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Allaccess industry website	allaccess.com			0	No
Bahakel Communications	hr@bahakel.com	various	704-372-4434	0	No
Colorado Broadcasters Association	coloradobroadcasters.org			0	No
Colorado College, University of Colorado (Boulder, Colorado Springs, Denver), & University of Northern Colorado	handshake.com			0	No
Indeed.com	indeed.com			0	No
The Independent (newspaper)	amy.sweet@csindy.com	Amy Sweet	719-577-4545	0	No
KILO on-air ad	jjanc@kilo943.com	Jason Janc	719-955-1300	0	No
KILO website	kilo943.com	Jason Janc	719-955-1300	0	No
KILO/KRXP employee referral	jjanc@kilo943.com	Jason Janc	719-955-1300	5	No
KILO/KRXP in-house posting	jjanc@kilo943.com	Jason Janc	719-955-1300	0	No
KRXP on-air ad	jjanc@kilo943.com	Jason Janc	719-955-1300	0	No
KRXP website	1039rxp.com	Jason Janc	719-955-1300	0	No
LinkedIn				5	No
Pikes Peak Community College	purplebriefcase.com			0	No

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy: ACCOUNT EXECUTIVE 2**  
**Recruitment Source That Referred the Hiree: outside referral**  
**Date Opened: 11/12/2020**  
**Total # Persons Interviewed: 10**  
**Date Vacancy Filled: 5/24/2021**

**Recruitment Sources Used to Fill the Vacancy**

Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Allaccess industry website	allaccess.com			0	No
Bahakel Communications	hr@bahakel.com	various	704-372-4434	0	No
Colorado Broadcasters Association	coloradobroadcasters.org			0	No
Colorado College, University of Colorado (Boulder, Colorado Springs, Denver), & University of Northern Colorado	handshake.com			0	No
Indeed.com	indeed.com			7	No
The Independent (newspaper)	amy.sweet@csindy.com	Amy Sweet	719-577-4545	0	No
KILO on-air ad	jjanc@kilo943.com	Jason Janc	719-955-1300	0	No
KILO website	kilo943.com	Jason Janc	719-955-1300	0	No
KILO/KRXP employee referral	jjanc@kilo943.com	Jason Janc	719-955-1300	2	No
KILO/KRXP in-house posting	jjanc@kilo943.com	Jason Janc	719-955-1300	0	No
KRXP on-air ad	jjanc@kilo943.com	Jason Janc	719-955-1300	0	No
KRXP website	1039rxp.com	Jason Janc	719-955-1300	0	No
LinkedIn				0	No
Pikes Peak Community College	purplebriefcase.com			0	No
Outside referral		Jason Janc	719-955-1300	1	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					
Virtual Job Fairs . . . Colorado Broadcasters Association #1	KILO and KRXP participated in four virtual job fairs with the Colorado Broadcasters Association. Dates of the virtual job fairs were: February 08-13, 2021, May 03-08, 2021, August 09-13, 2021, and November 01-05, 2021.					
Colorado Broadcasters EEO Webinar 11/9/2021 #14	FCC EEO Webinar “Employment in the Time of COVID”: The webinar, presented by Fletcher, Heald & Hildreth of Washington, D.C. and Kutak Rock LLP of Denver, is available on the CBA’s website for additional review and reference. Attended by Sarah Udell					
Digital Training – various dates, attended by all Account Executives #8	3/1/2021	Mon	12:00 PM	Second Street Master Class	Reopening	
	3/2/2021	Tue	12:00 PM	Second Street Master Class	Recurring Revenue	
	3/3/2021	Wed	12:00 PM	Second Street Master Class	Lead-Gen	
	3/4/2021	Thu	12:00 PM	Second Street Master Class	Branded Content	
	3/18/2021	Thu	11:00 AM	Online Brand Management	Intro	
	4/22/2021	Thu	1:00 PM	Second Street Lead-Gen	Ideas	
	6/3/2021	Thu	1:00 PM	Podium (Chat Widget)	Product Intro	
	6/8/2021	Tue	2:00 PM	BCL Idea Exchange	Bahakel Group-wide Sales Idea Exchange	
	6/9/2021	Wed	11:00 AM	Online Brand Management	From Clicks to Cash: Conversion Tracking Deep Dive	
	6/11/2021	Fri	12:00 PM	Promotions & Contesting	NEW Revenue Streams: Co-Op Dollars, Franchises, & Branded Content Budgets	
	6/15/2021	Tue	11:30 AM	Promotions & Contesting	Seller’s Workshop: Prospect, Conduct a CNA, & Develop the Right Proposal	
	6/22/2021	Tue	2:00 PM	BCL Idea Exchange	Bahakel Group-wide Sales Idea Exchange	