

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, 2023 through November 30, 2024

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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, 2023, through November 30, 2024 the station had no full-time vacancies:

Position	Date Open	Date Filled
N/A	N/A	N/A

The station interviewed a total of **0** 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>
Careerpage.org	0
coloradobroadcasters.org - Colorado Broadcasters Association	0
Colorado Media School (career board)	0
Handshake.com - Colorado colleges and universities	0
Happens.vip	0
Indeed.com	0
KILO on-air ad	0
KILO website	0
KILO/KRXP employee referral	0
KILO/KRXP internal posting	0
KRXP on-air ad	0
KRXP website	0
LinkedIn	0
Outside referral	0
Pikes Peak State College Broadcasting & Electronic Media Dept.	0
Radioinsight.com	0
University of Colorado at Colorado Springs Communications curriculum dept.	0
TOTAL	0

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.

ATTACHMENT A

The stations filled no full-time vacancies this year.

ATTACHMENT B

Outreach Initiatives

Stations KILO-FM and KRXF-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 KRXF participated in three virtual job fairs with the Colorado Broadcasters Association. Dates of the virtual job fairs were: January 22-26, 2024, April 15-19, 2024, and September 09-13, 2024.
Student Internship December 1, 2023-November 30, 2024 #5	Student Internship December 1, 2023-November 30, 2024 KILO/KRXF continually participates in a student internship program with Pikes Peak State 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.
EEO Webinar hosted by Brooks Pierce, July 25, 2024 #14	The General Manager attended an EEO webinar presented by outside legal counsel regarding all aspects of the FCC EEO rules, including widespread recruitment, outreach and recordkeeping.
Participation in a presentation to Pikes Peak State College students in and Advanced Radio class February 21, 2024. #10	Summer Justice, Aubrey Bishop, and Eden Sykes participated in a Zoom call with the class to tell their stories and advice for getting a job broadcasting.