

EEO Public File Report**Employment Unit Covered:****KYGO-FM, KOSI(FM), KKFN(FM) & KEPN(AM)****Reporting Period****December 1, 2021 – November 30, 2022****Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

Job Title of FT Vacancy	Date Filled	Hire Source	Recruitment Source
Account Manager #R3998	12/6/2021	Current Worker	See Recruitment Source List
Account Manager #R4098	12/6/2021	Market Referral	See Recruitment Source List
Promotions Director #R3958	1/3/2022	Current Worker	See Recruitment Source List
Agency Sales Manager	1/4/2022	Market Referral	Exigent Hire
Executive Producer #R4251	2/14/2022	Current Worker	See Recruitment Source List
Promotions Coordinator #R4233	2/14/2022	Glassdoor	See Recruitment Source List
Digital Sports Analyst	2/22/2022	Work In Sports	See Recruitment Source List
Account Manager #R4204	2/28/2022	Bonneville Career Page	See Recruitment Source List
Account Executive #R4253	3/1/2022	Employee Referral	See Recruitment Source List
Digital Media Strategist #R4205	3/7/2022	Employee Referral	See Recruitment Source List
HR Coordinator #R3886	3/7/2022	Bonneville Career Page	See Recruitment Source List
Radio Producer #R4288	3/21/2022	Current Worker	See Recruitment Source List
SVP/Market Manager #R4030	3/28/2022	Market Referral	See Recruitment Source List
Digital Sports Analyst #R4439	4/25/2022	Work in Sports	See Recruitment Source List
Sales Operations Coordinator #R4256	4/25/2022	Current Worker	See Recruitment Source List
Digital Sports Analyst #R4293	5/16/2022	Market Referral	See Recruitment Source List
Assistant Program Director #R4537	6/6/2022	Current Worker	See Recruitment Source List
Digital Ad Ops Coordinator #R4714	8/8/2022	Employee Referral	See Recruitment Source List
APD/Host	8/15/2022	Employee Referral	Exigent Hire
Promotions Director #R4696	9/11/2022	Current Worker	See Recruitment Source List
Technology Solutions Engineer #R4918	9/26/2022	Market Referral	See Recruitment Source List
Executive Producer #R4615	10/3/2022	Employee Referral	See Recruitment Source List
Host	10/3/2022	Employee Referral	Exigent Hire
Executive Assistant #R5021	10/17/2022	Indeed	See Recruitment Source List
Account Executive #R4968	10/31/2022	Market Referral	See Recruitment Source List
Promotions Coordinator #R4976	11/15/2022	Colorado Broadcasters Association	See Recruitment Source List

Total Number of Interviews for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
All Access	3
Bonneville Career Page	16
Colorado Broadcasters Association	3
Current Worker	23
Employee Referral	12
Glassdoor	3
Indeed	30
Market Referral	8
Ohio & Illinois Center for Broadcasting	1
University of Colorado Boulder	2
Work in Sports	13
Total:	114

Performance Initiatives Undertaken

During the reporting period the Unit’s Director of Digital Media spoke to high school students who are members of the St. Jude Leadership Society via Zoom on his professional, leadership and service journey (February 27, 2022).

The Unit participated in a company-wide mentorship programs held in from Spring through Summer of 2022. The mentorship program enables participants the opportunity to develop professional relationships, skills and attributes that will help them progress in their career. Several members of the Unit participated as either a mentor or a mentee. The duration of the mentorship program is six months.

Members of the Unit also participated in a company-wide Career Development session called Own Your Own Development (January 19, 2022).

Senior Leadership, managers and staff members in the Unit participated in Unconscious Bias training from (February 25, 2022, and May through October 2022). New managers took part in New Manager Training (March 10 and 17, 2022) which included employment law. The President of the company and the Senior Vice President of Human Resources participated in a Diversity, Equity and Inclusion Forum hosted by the NAB Leadership Foundation (11/15/2022). Managers in the Unit participated in Manager Meet Ups on Healthy Hybrid and Giving Feedback (September 22 and 23, 2022) and on Pay Transparency (November 16 and 17, 2022). Managers also participated in training on Workplace Trauma (June 30, 2022). Employees were offered wellness sessions on Managing Trauma hosted by our Employee Assistance Program (June 23, 2022). Staff members participated in legal training on Defamation, Truth and Privacy (July 14 and 18, 2022).

During the reporting period, the Unit participated in four job fairs. The job fairs included three Diversity Day Career Fairs (May 25, 2022; August 3, 2022; October 21, 2022) and the Lee Hecht Harrison Virtual Career Fair (May 26, 2022).

The Unit participated in an internship program during the summer semester (June 2 – August 20, 2022) which gave an intern from Syracuse University experience in the digital marketing department.

Recruitment Sources - The following sources receive notification of Unit job openings. The sources marked with an asterisk (*) have requested and received notification of full-time job openings.

Media Type	Recruitment Source:
Radio	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy, #210-5, Malibu, CA 90265 Phone: 310-457-6616
Radio	Brigham Young University – Hawaii Contact: Keni Kalama Address: 55-220 Lulanui St. Laie, HI 96762 Phone: 808-675-3444
Radio	Career Page Careerpage.org
Radio	Colorado Broadcaster Association Contact: Justin Sasso 333 West Hampden Avenue, Suite 400, Englewood, CO 80110 Phone: 720-536-5427
Radio	Colorado State University Contact: career_info@mail.colostate.edu Address: Fort Collins, CO 80523 Phone: 970-491-1540
Radio	Glassdoor Contact: Glassdoor, Inc. Address: 100 Shoreline Highway Mill Valley, CA 94941 Phone: 888-355-9323
Radio	Indeed Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 84119 Phone: 801-973-6484
Radio	Metropolitan State University Address: 890 Auraria Parkway, Denver, CO 80204 Phone: 303-556-8320
Radio	Mi Casa Resource Center* Contact: Anne Volcker Address: 360 Acoma Denver, CO 80223 Phone: 303-539-5648
Radio	Ohio Center for Broadcasting* Address: 6703 Madison Rd Cincinnati, OH 45227 Phone: 513-271-6060
Radio	Pueblo Community College Address: 900 W. Orman Ave Pueblo, CO 81004 Phone: 719-549-3200
Radio	University of Colorado Boulder Contact: career@colorado.edu Address: Boulder, Colorado 80309 Phone: 303-492-6541
Radio	University of Colorado Denver Address: Tivoli Student Union Suite 267 Denver, CO 80217 Phone: 303-556-2250

Media Type	Recruitment Source:
Radio	University of Northern Colorado Contact: career.services@unco.edu Address: 501 20th Street, Greeley, CO 80639 Phone: 970-351-2127
Radio	Work in Sports Workinsports.com Email: postajob@workinsports.com