



CUMULUS

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

EEO Public File Report

December 1, 2015 through November 30, 2016

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2, 4, 5, 7, 9, 21	5
Account Executive	4, 5, 7, 17, 21	7
Account Executive	4, 5, 7, 17, 21	5
Account Executive	4, 5, 7, 21	4
Account Executive	4, 5, 7, 21	7
Asst. Business Manager	2-5, 7-9, 12, 14, 21	9

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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	On-Air Announcements (<i>all SEU stations</i>)	N	0
2	University of Colorado, Colorado Springs Attn: Student Employment 1420 Austin Bluff Pkwy, Colorado Springs, CO 80933 719-255-3454	N	1
3	Colorado State University Attn: Career Center Ammons-Hall 711 Oval Dr., Fort Collins, CO 80523 970-491-5707	N	0
4	Linked In Website www.linkedin.com	N	4
5	Indeed Website www.indeed.com	N	5
6	DenverRadio.net	N	
7	Word of Mouth Referral	N	4
8	Pikes Peak Community College Sharon Hogg – RTV Program 5675 S. Academy Blvd., Colorado Springs, CO 80906 719-540-3700	N	1
9	SEU Job Fair (<i>see Section III</i>)	N	3
10	Colorado Broadcast and Multimedia School Jim Murphy 404 Upham Street, Lakewood, CO 80226 303-937-7070	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
11	Urban League Pikes Peak Region Attn: Employment Opportunities 1322 N. Academy Blvd. Ste. 201, Colorado Springs, CO 80909 719-634-1525	N	0
12	Pike's Peak Workforce Duke Compton 2306 E. Pikes Peak Ave., Colorado Springs, CO 80909N 719-667-3700	N	0
13	All Access Website www.allaccess.com	N	0
14	SEU Internship Program (See Section III)	N	1
16	Colorado Broadcasters Association 333 W Hampden Ave #400, Englewood, CO 80110 720-536-5427	N	0
17	Comcast Media Mixers Amberlee_brown@comcast.com	N	0
18	LinkUp www.linkup.com	N	0
19	Glass Door www.glassdoor.com	N	0
20	Simply Hired www.simplyhired.com	N	0
21	Clear Company www.clearcompany.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			19

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	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. During the 2016 reporting year, three students from Pikes Peak Community College, two from Colorado Media School, and one from Whitworth University in Spokane, WA participated in our internship program.
2	Participate in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Through the SEU's membership with Colorado Broadcasters Association, we provide broadcast opportunities to traditional and non-traditional students. http://www.coloradobraodcasters.org/scholarships/
3	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	SEU's Operations Manager 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.	SEU's Operation Manager serves on the leadership team of local non-profit community station KCMJ, which provides training to potential broadcast position candidates. http://www.kcmj.org/

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in Job Fair	On September 7, 2016, our SEU participated in the Pikes Peak Workforce Center Job Fair at Hotel Elegante in Colorado Springs. 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 Business Manager who collected resumes and applications in addition to conducting on-the-spot interviews.
6	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination.	On June 14, 2016, the SEU's VP/Market Manager, Business Manager, Operations Manager, and Sales Manager took part in corporate training on hiring practices. This training included Title VII Civil Rights, discrimination, hiring, harassment, and fair treatment practices of applicants and existing employees.