

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, 2018 through November 30, 2019

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, 2018, through November 30, 2019, the station filled the following full-time vacancies:

Position	Date Open	Date Filled
PRODUCTION DIRECTOR	5/10/2019	07/01/2019
NEWS DIRECTOR	07/24/2019	08/09/2019

The station interviewed a total of 8 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	6
THE INDEPENDENT (NEWSPAPER)	0
BAHAKEL COMMUNICATIONS	0
KILO/KRXP IN-HOUSE POSTING	2
KILO WEBSITE	0
KRXP WEBSITE	0
KILO RADIO ON AIR AD	0
KRXP RADIO ON AIR AD	0
KILO/KRXP EMPLOYEE REFERRAL	0
KILO /KRXP GROUP EMAIL	0
TOTAL	8

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: PRODUCTION DIRECTOR
Referred the Hiree: ALLACCESS.COM

Recruitment Source That

Date Vacancy Opened: 5/10/2019

Total Number of Persons Interviewed for the

Total # Persons Interviewed:

5

Date Vacancy Filled: 07/01/2019

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number Interviewed Referred by Source for Vacancy
PIKES PEAK COMMUNITY COLLEGE	career@ppcc.edu		719-540-7144	0
PIKES PEAK WORKFORCE CENTER	white.t@ppwfc.org		719-667-3791	0
ALL ACCESS CAREERS WEBSITE	allaccess.com			4
The Independent (newspaper)	amy.sweet@csindy.com	Amy Sweet		0
BAHAKEL COMMUNICATIONS	tmace@bahakel.com	Terry Mace	704-372-4434	0
KILO/KRXP IN-HOUSE POSTING	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	1
KILO WEBSITE	kilo943.com	Virginia Swanson	719-955-1300	0
KRXP WEBSITE	1039rxp.com	Virginia Swanson	719-955-1300	0
KILO RADIO ON AIR AD	v.swanson@kilo943.com	Virginia Swanson	719-955-1340	0
KRXP RADIO ON AIR AD	v.swanson@kilo943.com	Virginia Swanson	719-955-1340	0
KILO/KRXP EMPLOYEE REFERRAL	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0
KILO /KRXP GROUP EMAIL	v.swanson@kilo943.com	Virginia Swanson	719-955-1320	0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: NEWS DIRECTOR
Hiree: IN HOUSE POSTING

Recruitment Source That Referred the

Date Vacancy Opened: 7/24/2019

Total Number of Persons Interviewed for the

Total # Persons Interviewed:

3

Date Vacancy Filled: 08/09/2019

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number Interviewed Referred Source for Vacancy
PIKES PEAK COMMUNITY COLLEGE	career@ppcc.edu		719-540-7144	0
PIKES PEAK WORKFORCE CENTER	white.t@ppwfc.org		719-667-3791	0
ALL ACCESS CAREERS WEBSITE	allaccess.com			2
The Independent (newspaper)	amy.sweet@csindy.com	Amy Sweet		0
BAHAKEL COMMUNICATIONS	tmace@bahakel.com	Terry Mace	704-372-4434	0
KILO/KRXP IN-HOUSE POSTING	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	1
KILO WEBSITE	kilo943.com	Virginia Swanson	719-955-1300	0
KRXP WEBSITE	1039rxp.com	Virginia Swanson	719-955-1300	0
KILO RADIO ON AIR AD	v.swanson@kilo943.com	Virginia Swanson	719-955-1340	0
KRXP RADIO ON AIR AD	v.swanson@kilo943.com	Virginia Swanson	719-955-1340	0
KILO/KRXP EMPLOYEE REFERRAL	v.swanson@kilo943.com	Virginia Swanson	719-955-1300	0
KILO /KRXP GROUP EMAIL	v.swanson@kilo943.com	Virginia Swanson	719-955-1320	0

Outreach Initiatives

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

Name of Activity	Brief Description
Internship 2018-November 30,	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 were three interns during this reporting period.
From October 25 – October 30, 2019	KILO/KRXP brought a remote vehicle to local high schools to promote safe driving. On-air talent attended to answer questions about working in the broadcast industry and about KILO/KRXP’s college internship program. KILO/KRXP worked with schools to draw safe driving pledges from students and broadcast PSA’s to remind students to buckle-up.
Job Fairs . . . Colorado Broadcasters Association	KILO and KRXP participated in three virtual job fairs with the Colorado Broadcasters Association. Dates of the virtual job fairs were January 14-18, 2019, August 19-23, 2019, and November 4-8, 2019.
Broadcasters Career Fair October 3, 2019	KILO and KRXP participated in the Colorado Broadcasters Association Career Fair. Andrew Crowl attended as the stations representative.
Baseball Job Fair at Vibes May 11, 2019	KILO and KRXP co-sponsored a job fair at the Vibes Baseball stadium May 11, 2019 10am-12pm.
Advanced Radio Class	Meridith O’Sullivan Pacheco and Summer Humphreys spoke to the Advanced Radio Class at Pikes Peak Community College to help the students understand what a job in radio might entail.