

**KSPN, KNFO & KQSE**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2011 – November 30, 2012**

*The data reported below provides recruitment information for all full-time hires made during the reporting period, along with the recruitment initiatives this station employment unit conducted during this period.*

**VACANCY LIST: Full-Time Hires**

See **Master Recruitment Source List (“MRSL”)** below for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive KSPN KNFO	2, 3, 4 & 8	4
Account Executive KSPN KNFO	2, 3, 4 & 8	4
Account Executive KQSE	4, 8 & 9	8

**MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred over 12-month period</b>
1	Internal Company Posting		1
2	Aspen Times News Paper 310 E Main Aspen, Co 81611		3
3	The Glenwood Springs Post Independent 970.945.8515		1
4	Referral		5
5	Aspen Chamber of Commerce 425 Rio Grande Place Aspen, CO 81611 970-9251940		0
6	Colorado Broadcasters Association P.O. Box 2369 Breckenridge, Co 80424		0
7	Colorado Work Force Center 51027 HWY 6 & 24 Glenwood Springs		0
8	Radio Ad on our station KSPN, KKCH, KNFO, KQSE		4
9	El Montanes, LLC Spanish Newspaper P.O Box 155 Carbondale, Co.		2

**TOTAL INTERVIEWEES for all full-time vacancies over 12-month reporting period: 15**

## RECRUITMENT INITIATIVES

<b>Type of Activity</b>	<b>Brief Description</b>
KSPN Football Internship Program	We offered a paid internship program for the fall high school football season on KSPN. Between August 31 <sup>st</sup> and September 7 <sup>th</sup> we accepted one high school student interested in Sports Broadcasting. The student spent each Friday during the season and one play- off game learning to run the board, record broadcasts and voice station imaging.
KSPN Summer Internship	KSPN offered a non- paid summer internship program to two students interested in radio broadcasting. The interns received experience in the promotions department, the creative ad writing process, production department, on stage announcing experience, and on air reporting.
Virtual Job Fair	On 11.26.12 KSPN & KNFO participated in the Colorado Broadcasters Association Virtual Job Fair.

### ***Recruitment Initiative Options***

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of 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;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.