

KSMT/KIFT/KRKY
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Asst. Production Director, LIFT on-air & Ops. Asst.	1, 3, 4, 6 & 7	7
Account Executive	3, 4, 6 & 7	Word of mouth
General Manager	1, 3, 4, 7 & 8	1
[Add rows as needed]		

MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred over 12-month period
1	Allaccess.com 28955 Pacific Coast Hwy St. Z10-5 Malibu, CA 90265 (310) 457-6616	N	3
2	Ohio Center For Broadcasting 5800 W. Alameda Ave. Suite A Denver, CO 80226 (303) 937-7070	N	0
3	Summit Daily News 40 W Main St. Frisco, CO 80443 (970) 668-3998	N	6
4	Craig’s List Rockies.craigslist.com	N	2
5	Colorado Workforce Center 602 Galena St. Frisco, CO 80443 (970) 668-5360	N	0
6	Twitter/Facebook	N	0
7	KSMT/LIFT On air	N	2
8	Colorado Broadcasters Association (CBA) 445 Union Blvd. Suite 306 Lakewood, CO. 80228 (720) 536-5427	N	0

TOTAL INTERVIEWEES for all full-time vacancies over 12-month reporting period: 13

RECRUITMENT INITIATIVES

Type of Activity	Brief Description
Scholarship Program	KSMT and LIFT offer 2 scholarships to local high school seniors who are interested in pursuing a career in broadcasting. The scholarship encourages community involvement and is granted based more on philanthropy than a straight grades-based application.
Summit County Career Fair	KSMT/LIFT had a booth at Summit High School Career Fair and talked to kids about careers in broadcasting. Highlighting both the programming and sales sides of the business.
Lake County Career Fair	KSMT/LIFT had a booth at the Leadville High School Career Fair. The day included grade and high school students from Salida, Buena Vista and Leadville. We covered all aspects of the radio and broadcasting industry including music, programming, sales and management possibilities.
Mentorship Program	Frisco Elementary School's mentorship program. Kids are invited to spend part of their day at the station getting to experience the whole broadcasting scene. They spend time with the sales side, promotions and get to be on the air.
Peak School	Non-profit private school came in and toured the station. The kids learned about all aspects of the broadcast industry including local news broadcasting, production and sales.
Dillon Valley	Dillon Valley Elementary students field trip to the station, where they learned about various aspects of the broadcasting industry.
Internship Program	We have an internship program for Summit High students. We encourage students interested in going into Broadcast Journalism, News and Sports Broadcasting, Sales and Promotions. Students are encouraged to be around all aspects of the radio business.
Boy Scouts	We encourage locals groups to come visit. Boy Scout Troop 187 toured the studio and got to be on the air.