

KFMU/KIDN/KQZR
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 2, 3, 4, 8, 9	1
Account Executive	1, 2, 3, 4, 5, 6, 8, 9	5
[Add rows as needed]		

data

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	Steamboat Today Newspaper Classifieds 1901 Curve Plaza / P.O. Box 774827 Steamboat Springs, CO 80487 970.879.1502	N	6
2	Steamboat Today Online Classifieds Now 1901 Curve Plaza / P.O. Box 774827 Steamboat Springs, CO 80487 970.879.1502	N	3
3	Craig Daily Press Newspaper Classifieds 466 Yampa Ave. / P.O. Box 5 Craig, CO 81625 970.824.7031	N	2
4	Craig Daily Press Online Classifieds Now 466 Yampa Ave. / P.O. Box 5 Craig, CO 81625 970.824.7031	N	0
5	Employee Referral	N	1
6	Colorado Broadcasters’ Association P.O. Box 2369 Breckenridge, CO 80424 970.547.1388	N	3
7	Unsolicited Resumes	N	0
8	On-Air Broadcast/Website – NRC Broadcasting 970.879.5368	N	0
9	COSCAN – Colorado Press Association 1336 Glenarm Place Denver, CO 80204 303.571.5117	N	1

TOTAL INTERVIEWEES for all full-time vacancies over 12-month reporting period: 16

RECRUITMENT INITIATIVES

Type of Activity	Brief Description
Internship Program	We have an internship program during the school year with the local high school. During this period, we accepted one student, who was assigned to assist in marketing, promotion, and public affairs. The students spend an average of 5 hours per week and earn school credits for completion of the program.
Host Youth Groups	Each year, we host various elementary school groups, girl scout groups, and boy scout groups with the intent to talk to them about how radio stations operate and careers in broadcasting.
Colorado Broadcasters' Association Virtual Job Fair	Participated the August, 2012 Virtual job fair as an effort to educate the public about the job positions available at our stations and the qualifications necessary to fill those positions.
[Add additional rows as needed]	

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.