

**KSPN-FM, KNFO-FM
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1,3,4,7,11,12,13	13
Account Executive	1,3,4,7,11,12,13	15

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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	Aspen Times News Paper 310 E Main Aspen, Co 81611	N	1
2	Ohio Center For Broadcasting 5800 W. Alameda Ave. Suite A Denver, CO 80226 (303) 937-7070	N	0
3	The Glenwood Springs Post Independent 970.945.8515	N	1
4	Craig’s List Craigslist.com	N	0
5	Colorado Workforce Center 602 Galena St. Frisco, CO 80443 (970) 668-5360	N	0
6	Twitter/Facebook	N	0
7	On-Air Broadcast/Website – AlwaysMountainTime 970.879.5368	N	0
8	Colorado Broadcasters Association (CBA) 445 Union Blvd. Suite 306 Lakewood, CO. 80228 (720) 536-5427	N	0
9	Allaccess.com 28955 Pacific Coast Hwy St. Z10-5 Malibu, CA 90265 (310) 457-6616	N	0

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10	Aspen Chamber of Commerce 425 Rio Grande Place Aspen, CO 81611 970-925-1940	N	0
11	El Montanes, LLC - Spanish Newspaper P.O Box 155 Carbondale, Co.	N	0
12	Colorado Work Force Center 51027 HWY 6 & 24 Glenwood Springs	N	2
13	Industry Referral	N	0
14	Employee Referral	N	1
15	Unsolicited Resumes	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			7

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III. RECRUITMENT INITIATIVES

Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
Internship Program	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, and on air reporting.
Summit County Job Fair	Attended the October 10th, 2017 Summit County Job Fair in Silverthorne, CO to educate the public about the job positions available at our stations and the qualifications necessary to fill those positions.
Colorado Broadcasters' Association Virtual Job Fair	Participated the January, 2017 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.