

**KEKB(FM), KBKL(FM), KKNN(FM), KDBN(FM) KEXO(AM) and  
KMXY(FM)**

**EEO PUBLIC FILE REPORT  
December 1, 2010 – November 30, 2011<sup>1</sup>**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Business Manager - Feb	5, 6, 9, 12, 16, 21, 22, 23	12
Account Exec - Apr	4, 6, 9, 12, 18	12
Sales Assistant - May	1, 9, 12, 18	1
Programming Assistant - May	2, 12, 20	12
Account Exec - July	2, 6, 11, 12, 14, 21	6
Account Exec - Aug	1, 2, 6, 11, 12, 14, 21	6
Account Exec - Aug	1, 2, 6, 11, 12, 14, 21	12
Account Exec - Sept	1, 6, 14, 10, 15, 18	6
Account Exec - Nov	1, 2, 6, 7, 9, 11, 12, 18, 21	12

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**II. 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 by RS Over Reporting Period</b>
1	<b>Mesa County Workforce Center</b> 2897 North Avenue Grand Junction, CO 81501 (970) 248-0867 Contact: Mark Fugere markfugere@mescounty.us	N	5
2	<b>Colorado Mesa University</b> (formerly Mesa State College) (970) 248-1304 studentservices@coloradomesa.edu	N	2
3	<b>All Access Music Group</b> 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 (310) 457-6616 AllAccess.com	N	0
4	<b>Intellitec College</b> Pam Waterman, Dir of Career Services (970) 245-8101 pwaterman@intellitec.edu	N	1
5	<b>Western Colorado Human Resources Association (WCHRA)</b> C/O Nina Anderson (970) 242-4500	N	0
6	<b>On-Air Announcements</b> (one or more SEU stations)	N	8
7	<b>Grand Junction Chamber of Commerce</b> sgrieger@gjchamber.com	N	0
8	<b>Cumulus Media/Business Managers</b> BM@cumulus.com	N	0
9	<b>The Daily Sentinel</b> Classified Publication (970) 242-1313	N	2
10	<b>ZipRecruiter.com</b>	N	0
11	<b>Westernslopehelpwanted.com</b>	N	1
12	<b>Word-of-Mouth Referral</b>	N	8
13	<b>Internal Transfer/Promotion</b>	N	0
14	<b>Job Fairs</b> (see Section III)	N	1
15	<b>Cumulusradio.com</b>	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	<b>Express Employment Professionals</b> 1119 North 1 <sup>st</sup> Street, Unit G Grand Junction, CO 81501 (970) 242-4500 Contact: Nina Nina.Anderson@expresspros.com	N	0
17	<b>Internal Posting</b>	N	0
18	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	N	0
19	<b>Former Employee</b> ( <i>re-hire</i> )	N	0
20	<b>Internship Program</b> ( <i>see Section III</i> )	N	2
21	<b>Ohio Center for Broadcasting, Colorado Campus</b> 404 S. Upham Street Lakewood, CO 80226 Phone: (303) 937-7070 Fax: (303) 975-0386 Contact Mark Lillie lillie.m@beonair.com	N	1
22	<b>National Alliance of State Broadcasters Associations</b> Careerpage.org	N	0
23	<b>Craigslist.com</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			31

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in Media Day	On March 7, 2011, our Market Manager and 2 on-air personalities participated in the 2011 Media Day hosted by Mesa State College. SEU representative spoke with attendees about careers in broadcasting as well as job opportunities within the SEU.
2	Management-level training regarding equal employment rules for record keeping and recruitment	On January 20, 2011, our SEU's Market Manager and Business Manager attended a telephonic training session on the FCC's EEO rules for record keeping and recruitment. Attending personnel received written materials to assist with EEO compliance and were afforded the opportunity to seek input from counsel on ways of improving the SEU's FCC EEO compliance.
3	Participate in HRA Conference	On April 20, 2011, our SEU participated in Western Colorado Human Resources Associations' Spring Conference. In addition to continuing education on employment laws and guidelines, SEU used our booth as an opportunity to advertise current openings and upcoming Job Fair sponsored by SEU. SEU participants included our Business Manager and AE.
4	Participate in Job Fair	On September 7, 2011, our SEU participated in a Job Fair hosted/sponsored by the Grand Junction Area Chamber of Commerce at Mesa Mall. SEU representatives spoke with attendees about career opportunities in radio and job openings within the SEU. SEU participants included our Market, Sales and Business Managers. This event was promoted on all SEU stations.

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	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
5	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On September 14, 2011, SEU sponsored and our Market, Sales and Business Managers attended the Career Fair at Colorado Mesa University (formerly Mesa State College) and gave a presentation about the job opportunities and internships that are available in the media industry. This event was advertised in The Daily Sentinel and over the air on one or more SEU stations.
6	Host Employment Expo	On May 20, 2011, our SEU hosted a Cumulus Employment Expo at The DoubleTree by Hilton. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event and also participated as an exhibitor. In addition to some A.Es, our SEU's Market, Sales and Business Managers manned the Cumulus booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations.
7	Internship Program	Our SEU hosts student interns and individuals re-entering the workforce on a regular basis. During this reporting period our SEU participated in events in partnership with Western Colorado Community College and Colorado Mesa University to educate and discuss opportunities with interested internship applicants. SEU hosted one (1) intern from Colorado Mesa University (formerly Mesa State College). This intern spent her Fall semester 2011-2012 shadowing one of our On-Air Personalities. The intern learned about and assisted with the programming aspects of his job, assisted with some production work and was given the opportunity work during remotes.

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	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
8	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On March 31, 2011, SEU sponsored and our Market, Sales and Business Managers attended the Career Fair at Mesa State College and gave a presentation about the job opportunities and internships that are available in the media industry. This event was advertised in The Daily Sentinel and over the air on one or more SEU stations.
9	Participate in Job Fair	On August 5, 2011, SEU participated in Diversity Employment Day Career Fair, hosted by City Career Fair Productions, held at Red Lion Hotel in Denver, CO. Our Business Manager manned the Cumulus booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations.