

**KKPK(FM), KATC-FM, KKMG(FM), KKFM(FM), KVOR(AM),
KCSF(AM)**

**EEO PUBLIC FILE REPORT
December 1, 2022 – November 30, 2023**

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
Digital Account Executive	1 – 10, 30	1
Account Executive	1 – 10, 30	1
Executive Producer	1 – 29, 32 – 53	1
Digital Sales Manager	1 – 10, 30, 32 – 53	30
On-Air/Program Director	1 – 10, 30, 32 – 53	30
Marketing & Digital Integrations Specialist	1 – 10, 30, 32 – 53	30
Program Director/ On Air Host	1 – 10, 30 – 53	31

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	16
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	6
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	1
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Word-of-Mouth Referral	N	8
31	Internal Transfer/Promotion	N	1
32	Univ. of Colorado at Colorado Springs 1420 Austin Bluffs Parkway Colorado Springs, CO 80918 (719) 255-3745 bkratzer@uccs.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Intellitec College 2315 E Pikes Peak Avenue Colorado Springs, CO 80910 (719) 632-7626 jjohnston@intellitec.edu	N	0
34	Career Development Services LLC 4570 Hilton Parkway Colorado Springs, CO 80907 (719) 473-8575 yasmin@careerdevservices.com	N	0
35	Aspenpointe Enterprises 220 Ruskin Drive Colorado Springs, CO 80910 (719) 637-8919 joni.davis@aspenpointe.org	N	0
36	Pikes Peak Workforce Center- Fountain 350 Lyckman Drive Fountain, CO 80817 719-444-8311 bethlehemsaniotis@elpasoco.com	N	0
37	Community Readiness Consultant Airman & Family Readiness Center USAF Academy, CO 80840 jeannie.lopez@us.af.mil	N	0
38	Wounded Warrior Project 1 S, Nevada Avenue Colorado Springs, CO 80903 719-377-9504 cjohnson@woundedwarriorproject.org rmckenna@woundedwarriorproject.org	N	0
39	American Legion Post 5 PO Box 10276 Colorado Springs, CO 80906 mee477@yahoo.com	N	0
40	Devry University 1175 Kelly Johnson Boulevard Colorado Springs, CO 80920 (719) 866-6775 cmoossjr@devry.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Women's Resource Agency 750 Citadel Drive E Colorado Springs, CO 80909 (719) 471-3170 reception@wrainc.org	N	0
42	Salvation Army/New Hope Center 709 S Sierra Madre Colorado Springs, CO 80903 (719) 578-9190 tom.gerritsen@usw.salvationarmy.org	N	0
43	Springs Rescue Mission 5 W Las Vegas Street Colorado Springs, CO 80903 (719) 632-1822 patriciag@springsrescuemission.org	N	0
44	Goodwill Industries 324 E Pikes Peak Avenue Colorado Springs, CO 80903 (719) 444-5024 evanplattner@elpasoco.com jessicaortiz@elpasoco.com	N	0
45	Colorado Div. of Vocational Rehabilitation 1365 Garden of the Gods Road Colorado Springs, CO 80907 (719) 635-3585 loretta.jacobs@state.co.us	N	0
46	Nazarene Bible College 1111 Academy Park Loop Colorado Springs, CO 80910 (719) 884-5092 tdcofield@nbc.edu	N	0
47	Colorado College 14 E Cache La Poudre Colorado Springs, CO 80903 (719) 389-6893 careercenter@coloradocollege.edu	N	0
48	Urban League of Pikes Peak Region 506 E Moreno Avenue Colorado Springs, CO 80903 719-634-1525 info@ulppr.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Pikes Peak Workforce Center 235 Jefferson Street Monument, CO 80132 719-481-4864 OperationsManager@Tri-LakesCares.org	N	0
50	Aspen Mine Center 166 E Bennet Avenue Cripple Creek, CO 80813 719-689-3584 rmichael.bartol@state.co.us	N	0
51	Pikes Peak Workforce Center 1675 Garden of the Gods Road Colorado Springs, CO 80907 719-667-3700 antonioford@elpasoco.com deanmiller@elpasoco.com	N	0
52	Denver Indian Center 4407 Morrison Drive Denver, CO 80221 303-936-2688 lauren@denverindiancenter.org pat@denverindiancenter.org	N	0
53	Wounded Warrior Project 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			32

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2022, certain members of this SEU participated in Diversity, Equity, and Inclusion training. SEU participants were required to complete a Think Mineral course on-line entitled, <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
2	Management-level training regarding Diversity, Equity, and Inclusion	On January 26, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a refresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed through our initial facilitated sessions and our subsequent video trainings.
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2023, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment</i> and <i>Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in two segments entitled, <i>Microaggressions</i> and <i>Tokenism</i> . The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
5	Management-level training regarding Diversity, Equity, and Inclusion	On April 21, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.
7	Management-level training regarding Diversity, Equity, and Inclusion	On August 10, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Privilege & Access Roundtable</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Privilege and Access.
8	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October/November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Management-level training regarding Diversity, Equity, and Inclusion	On November 29, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Advocacy & Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.
10	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On October 30, 2023, our SEU’s Promotions Director and one of our On-Air Hosts attended the Liberty High School Pep Rally, which took place on its campus, during which they interacted with students and other attendees to inspire enthusiasm about careers in broadcasting.
11	Participate in event sponsored by or on behalf of an educational institution related to careers in broadcasting	On November 7, 2023, our SEU welcomed students from the Academy School District who were interested in radio broadcasting for a tour of our facilities. Our Chief Engineer conducted the tour and talked with the students about how radio stations operate and the opportunities available for a future career in broadcasting.
12	Participate in event sponsored by or on behalf of an educational institution related to careers in broadcasting	On November 14, 2023, our SEU welcomed students from Patriot High School who were interested in radio broadcasting for a tour of our facilities. Our Chief Engineer conducted the tour and talked with the students about how radio stations operate and the opportunities available for a future career in broadcasting.