

(REFERENCE COPY - Not for submission)

Broadcast Equal Employment Opportunity Program Report

FRN: **0024972499** | File Number: **0000126448** | Submit Date: **11/19/2020** | Call Sign: **KIMN** | Facility ID: **59597** | City: **DENVER** | State: **CO**
 Service: **Full Power FM** | Purpose: **EEO Report** | Status: **Submitted** | Status Date: **11/19/2020** | Filing Status: **Active**

General Information

Section	Question	Response
Application Description	Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace.	KSE Radio Ventures, LLC - Broadcast EEO Program Report
Attachments	Are attachments (other than associated schedules) being filed with this application?	Yes

Licensee Information

Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
KSE RADIO VENTURES, LLC Doing Business As: KSE RADIO VENTURES, LLC	1000 CHOPPER CIRCLE DENVER, CO 80204 United States	+1 (303) 405-1100	David.Gluck@KSEcolorado.com	Company

Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
Jonathan Mark , Esq . Davis Wright Tremaine LLP	1301 K Street, N.W. Suite 500 East Washington, DC 20005 United States	+1 (202) 973-4217	JonathanMark@dwt.com	Legal Representative
Robert M. Smith , Jr . TECHNICAL CONSULTANT R.M. SMITH ASSOCIATES	PO Box 345 JENSEN BEACH, FL 34958 United States	+1 (772) 335-0688	BOB@RMSMITH.COM	Technical Representative

Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
59959	KXKL-FM	DENVER	CO	No
59597	KIMN	DENVER	CO	No
59972	KKSE-FM	BROOMFIELD	CO	No
30839	KKSE	PARKER	CO	No

Program Report Questions

Section	Question	Response
---------	----------	----------

Discrimination Complaints	Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?	No
Full-time Employees	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No

Additional Program Report Questions

Responsibility for Implementation

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name	Title
Matthew Hutchings	President & Chief Executive Officer

Certification

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	11/19 /2020
Certified Title	President and Chief Executive Officer
Authorized Party Name	Matthew Hutchings

Attachments

File Name	Uploaded By	Attachment Type	Description	Upload Status
KSE 2018 - 2019 EEO Report.pdf	Applicant	EEO Public File Report	2018-2019 EEO Public File Report	Done with Virus Scan and/or Conversion
KSE 2019-2020 EEO Public File Report.pdf	Applicant	EEO Public File Report	KSE 2019-2020 EEO Report	Done with Virus Scan and/or Conversion
KSE EEO Narrative.pdf	Applicant	Narrative Statement	KSE EEO Narrative	Done with Virus Scan and/or Conversion

KIMN-FM, KKSE, KWOE-FM, KXKL-FM
EEO PUBLIC FILE REPORT
December 1, 2018 - December 1, 2019

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 Media Coordinator	1-5, 7-13, 16-20, 22-28, 31-34, 36-39	20
Account Executive	1-5, 7-13, 16-20, 22-28, 31-33, 35-39	25
Account Executive	1-5, 7-13, 16-20, 22-28, 31-33, 35-39	25
On Air Talent/Host	1-13, 16-20, 22-24, 26-34, 36-37, 39	11
National Sales Coordinator	1-5, 7-13, 16-20, 22-24, 26-28, 31-34, 36-39	23
Traffic Coordinator	1-5, 7-13, 15-20, 22-24, 26-28, 31-34, 36-39	15
Account Executive	1-5, 7-13, 16-24, 26-28, 31-34, 36-39	11
Account Executive	1-5, 7-13, 16-24, 26-28, 31-34, 36-39	11
Account Executive	1-5, 7-13, 16-24, 26-28, 31-34, 36-39	11
Account Executive	1-5, 7-13, 16-24, 26-28, 31-34, 36-39	11
Chief Engineer	1-4, 7-13, 16-19, 22-28, 31-34, 36-39	25
Promotions Assistant	1-4, 7-14, 16-19, 22-24, 26-28, 31-34, 36-37, 39	14
Promotions Assistant	1-4, 7-14, 16-19, 22-24, 26-28, 31-34, 36-37, 39	11
Promotions Assistant	1-4, 7-14, 16-19, 22-24, 26-28, 31-34, 36-37, 39	14

KIMN-FM, KKSE, KWOE-FM, KXKL-FM**EEO PUBLIC FILE REPORT**

December 1, 2018 - December 1, 2019

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	Adams County Employment Center 12200 Pecos St Westminister, Colorado 80234 Phone : 303-453-8600 Email : acbussvc@co.adams.co.us Rebecca Lloyd	N	0
2	Aims College Colorado Url : http://www.myinterfase.com/aimscce/employer Rachael Davis Manual Posting	N	0
3	allaccess.com Colorado Url : http://www.allaccess.com Career Services Manual Posting	N	0
4	Arapahoe Community College 5900 S Santa Fe Dr Littleton, Colorado 80120 Phone : 303-797-5809 Jan McLees Manual Posting	N	0
5	Art Institute Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-2168 Email : ssaid@aia.edu Fax : 1-303-824-4907 Stacy Said	N	0
6	Call In	N	1
7	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0
8	Colorado Broadcasters Association 333 W. Hampden Ave. Ste 620 Englewood, Colorado 80110 Url : http://www.coloradobroadcasters.org/ Marilyn Hogan Manual Posting	N	0

KIMN-FM, KKSE, KWOE-FM, KXKL-FM**EEO PUBLIC FILE REPORT****December 1, 2018 - December 1, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0
10	Community College of Denver PO Box 173363 Denver, Colorado 80217 Phone : 303-556-2600 Ben Weinrauch Manual Posting	N	0
11	Company Websites 1000 Chopper Circle Denver, Colorado 80204 Phone : 3034051189 Matt Williams Manual Posting	N	10
12	Countryaircheck.com 914 18th Ave. S. Second Floor Nashville, Tennessee 37212 Phone : 615-320-1450 Url : countryaircheck.com Email : news@countryaircheck.com --	N	0
13	craigslist.org Colorado Url : http://www.craigslist.org Career Services Manual Posting	N	0
14	Current Employee - Transfer/Promotion	N	2
15	Current Employee/Internal Promotion	N	1
16	Denver Indian Community Center 4407 Morrison Rd Denver, Colorado 80219 Phone : 303-936-2688 Email : eileen@denverindiancenter.org Eileen Masquest	N	0

KIMN-FM, KKSE, KWOE-FM, KXKL-FM**EEO PUBLIC FILE REPORT**

December 1, 2018 - December 1, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Denver Inner City Parish 1212 Mariposa St Denver, Colorado 80204 Phone : 303-629-0636 Fax : 1-303-629-7703 Rita Roberts	N	0
18	Denver Public Schools 900 Grant St #404 Denver, Colorado 80206 Phone : 720-423-2300 Fax : 1-720-423-2505 Career Services	N	0
19	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Stephen Martinez	N	0
20	Employee Referral	N	19
21	Former Employee	N	1
22	Hispanic Chamber of Commerce 924 W Colfax Denver, Colorado 80204 Phone : 303-534-7783 Email : jespinoza@hispanicchamberdenver.org Fax : 1-303-595-8977 Jenna Espinoza	N	0
23	Indeed 1000 Chopper Circle Denver, Colorado JoAnne Wilkinson Manual Posting	N	5
24	Inside Radio PO Box 567925 Atlanta, Georgia 31156 Phone : 8002484242x711 Gene McKay Manual Posting	N	0
25	Job posting on internet	N	26

KIMN-FM, KKSE, KWOE-FM, KXKL-FM**EEO PUBLIC FILE REPORT****December 1, 2018 - December 1, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Media Recruiter 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.mediarecruiter.com/ Art Scott Manual Posting	N	0
27	Mi Casa Resource Center for Women 360 Acoma Denver, Colorado 80204 Phone : 303-539-5615 Email : dgarcia@micasaresourcecenter.org Fax : 1-303-595-0422 Daniel Garcia	N	0
28	Monster unknown New York, New York Url : http://www.monster.com/ N/A N/A Manual Posting	N	0
29	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Url : www.emmyawards.tv Email : office@emmyawards.tv Fax : 1-303-722-0924 Audrey Elling	N	0
30	Ohio Center for Broadcasting/Colorado Media School 404 S. Upham Street Lakewood, Colorado 80026 Phone : 303-479-4908 Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd	N	0
31	Radio Advertising 720 S Colorado Blvd Ste 1200N Denver, Colorado 80246 Radio Advertising Manual Posting	N	0

KIMN-FM, KKSE, KWOE-FM, KXKL-FM
EEO PUBLIC FILE REPORT
December 1, 2018 - December 1, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Red Rocks Community College 13300 W. 6th Ave. Box 10 Lakewood, Colorado Phone : (303) 914-6389 Email : nancy.Carlson@rrcc.edu Nancy Carlson	N	0
33	Regis College 3333 Regis Blvd F-14 Denver , Colorado Url : www.regis.edu/careerservices Email : jobs@regis.edu Karen Adducci	N	0
34	Samaritan House 2301 Lawrence St Denver, Colorado 80205 Phone : 303-294-0241 Email : thorton@ccdenver.org Tom Horton	N	0
35	Station Website	N	2
36	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu Roseann Wagner	N	0
37	University of Denver 2050 E Evans Ave, Ste 30 Driscoll Center South Denver, Colorado 80208 Phone : 303-871-2150 -- Manual Posting	N	0
38	Urban League 5900 E. 39th Avenue Denver, Colorado Phone : (303) 388-5861 Email : mhancock@denverurbanleague.org Rod Cowherd	N	0

KIMN-FM, KKSE, KWOE-FM, KXKL-FM**EEO PUBLIC FILE REPORT**

December 1, 2018 - December 1, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			67

KIMN-FM, KKSE, KWOF-FM, KXKL-FM
EEO PUBLIC FILE REPORT
December 1, 2018 - December 1, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/20/2019	Co Sponsoring Job Fair	Co sponsor of Denver's 19th Annual Diversity Employment Day Career Fair	1	HR Coordinator II
2	8/6/2019	Co Sponsoring Job Fair	Denver's 19th Annual Diversity Employment Day Career Fair	3	HR Coordinator II Associate Recruiter HR Intern
3	11/13/2019	Co Sponsoring Job Fair	CBA's Colorado Broadcasters Career Fair	2	HR Coordinator II Sales Manager

**KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT**

December 1, 2019 - December 1, 2020

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, Radio	1-5, 7-13, 16-20, 22-28, 31-34, 36-39	23
Account Executive, Radio	1-5, 7-13, 16-20, 22-28, 31-33, 35-39	25
Engineer	1-13, 16-20, 22-24, 26-34, 36-37, 39	11
Office Manager	1-5, 7-13, 15-20, 22-24, 26-28, 31-34, 36-39	11
Sales Creative Coordinator	1-5, 7-13, 16-24, 26-28, 31-34, 36-39	11

**KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT**

December 1, 2019 - December 1, 2020

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	Adams County Employment Center 12200 Pecos St Westminister, Colorado 80234 Phone : 303-453-8600 Email : acbusssvc@co.adams.co.us Rebecca Lloyd	N	0
2	Aims College Colorado Url : http://www.myinterfase.com/aimscs/employer Rachael Davis Manual Posting	N	0
3	allaccess.com Colorado Url : http://www.allaccess.com Career Services Manual Posting	N	0
4	Arapahoe Community College 5900 S Santa Fe Dr Littleton, Colorado 80120 Phone : 303-797-5809 Jan McLees Manual Posting	N	0
5	Art Institute Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-2168 Email : ssaid@aii.edu Fax : 1-303-824-4907 Stacy Said	N	0
6	Call In	N	0
7	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0
8	Colorado Broadcasters Association 333 W. Hampden Ave. Ste 620	N	0

**KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT**

December 1, 2019 - December 1, 2020

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
	Englewood, Colorado 80110 Url : http://www.coloradobroadcasters.org/ Marilyn Hogan Manual Posting		
9	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0
10	Community College of Denver PO Box 173363 Denver, Colorado 80217 Phone : 303-556-2600 Ben Weinrauch Manual Posting	N	0
11	Company Websites 1000 Chopper Circle Denver, Colorado 80204 Phone : 3034051189 Matt Williams Manual Posting	Y	17
12	Countryaircheck.com 914 18th Ave. S. Second Floor Nashville, Tennessee 37212 Phone : 615-320-1450 Url : countryaircheck.com Email : news@countryaircheck.com --	N	0
13	craigslist.org Colorado Url : http://www.craigslist.org Career Services Manual Posting	N	0
14	Current Employee - Transfer/Promotion	N	0
15	Current Employee/Internal Promotion	N	0
16	Denver Indian Community Center 4407 Morrison Rd Denver, Colorado 80219	N	0

**KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT**

December 1, 2019 - December 1, 2020

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
	Phone : 303-936-2688 Email : eileen@denverindiancenter.org Eileen Masquest		
17	Denver Inner City Parish 1212 Mariposa St Denver, Colorado 80204 Phone : 303-629-0636 Fax : 1-303-629-7703 Rita Roberts	N	0
18	Denver Public Schools 900 Grant St #404 Denver, Colorado 80206 Phone : 720-423-2300 Fax : 1-720-423-2505 Career Services	N	0
19	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Stephen Martinez	N	0
20	Employee Referral	N	0
21	Former Employee	N	0
22	Hispanic Chamber of Commerce 924 W Colfax Denver, Colorado 80204 Phone : 303-534-7783 Email : jespinoza@hispanicchamberdenver.org Fax : 1-303-595-8977 Jenna Espinoza	N	0
23	Indeed 1000 Chopper Circle Denver, Colorado JoAnne Wilkinson Manual Posting	Y	5
24	Inside Radio PO Box 567925 Atlanta, Georgia 31156	N	0

**KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT**

December 1, 2019 - December 1, 2020

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
	Phone : 8002484242x711 Gene McKay Manual Posting		
25	LinkedIn 1000 W Maude Ave. Sunnyvale, California 94085 URL: www.linkedin.com Phone: 650-687-3600 Auto posting from KSE Corp website	Y	6
26	Media Recruiter 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.media recruiter.com/ Art Scott Manual Posting	N	0
27	Mi Casa Resource Center for Women 360 Acoma Denver, Colorado 80204 Phone : 303-539-5615 Email : dgarcia@micasaresourcecenter.org Fax : 1-303-595-0422 Daniel Garcia	N	0
28	Monster unknown New York, New York Url : http://www.monster.com/ N/A N/A Manual Posting	N	0
29	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Url : www.emmyawards.tv Email : office@emmyawards.tv Fax : 1-303-722-0924 Audrey Elling	N	0
30	Ohio Center for Broadcasting/Colorado Media School	N	0

**KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT**

December 1, 2019 - December 1, 2020

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
	404 S. Upham Street Lakewood, Colorado 80026 Phone : 303-479-4908 Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd		
31	Radio Advertising 720 S Colorado Blvd Ste 1200N Denver, Colorado 80246 Radio Advertising Manual Posting	N	0
32	Red Rocks Community College 13300 W. 6th Ave. Box 10 Lakewood, Colorado Phone : (303) 914-6389 Email : nancy.Carlson@rrcc.edu Nancy Carlson	N	0
33	Regis College 3333 Regis Blvd F-14 Denver , Colorado Url : www.regis.edu/careerservices Email : jobs@regis.edu Karen Adducci	N	0
34	Samaritan House 2301 Lawrence St Denver, Colorado 80205 Phone : 303-294-0241 Email : thorton@ccdenvr.org Tom Horton	N	0
35	Station Website	N	1
36	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu	N	0

**KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT**

December 1, 2019 - December 1, 2020

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
	Roseann Wagner		
37	University of Denver 2050 E Evans Ave, Ste 30 Driscoll Center South Denver, Colorado 80208 Phone : 303-871-2150 -- Manual Posting	N	0
38	Urban League 5900 E. 39th Avenue Denver, Colorado Phone : (303) 388-5861 Email : mhancock@denverurbanleague.org Rod Cowherd	N	0
39	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

**KIMN-FM, KKSE-AM, KKSE-FM, KXKL-FM
EEO PUBLIC FILE REPORT****December 1, 2019 - December 1, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/12/2020	Co-Sponsoring Job Fair	Co-sponsor of Denver's 20th Annual Diversity Employment Day Career Fair	1	HR Director SR HR Manager

KSE Radio Ventures, LLC EEO Narrative

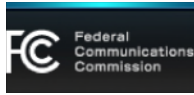
KSE Radio Ventures, LLC's ("KSE") recruitment efforts and initiatives are designed to reach candidates that are interested in internships in the broadcast field. KSE engages in a broad outreach without regard to race, sex or religion. KSE has 43 full time employees and is located in a market with a population of 250,000 or more. Accordingly, KSE is required to complete four recruitment initiatives in a two-year period.

KSE advertises for vacancies and searches for candidates, using a variety of resources. KSE uses online job search resources, its website, and job/career fairs.

KSE attends job/career fairs throughout the year at both the Denver Annual Diversity Employment Day Career Fair and the Colorado Broadcaster's Association Career Fair. A Human Resources Coordinator and Sales Manager, individually or together, staff the table at every job fair that KSE participates in. KSE promotes their broadcast vacancies at these job/career fairs.

During this reporting period, KSE co-sponsored the following job/career fairs:

- February 20, 2019 – Co-sponsor of Denver's 19th Annual Diversity Employment Day Career Fair
- August 6, 2019 – Co-sponsor of Denver's 19th Annual Diversity Employment Day Career Fair
- November 13, 2019 – Co-sponsor of the Colorado Broadcaster's Association Career Fair
- February 19, 2020 – KSE Radio spoke at Colorado Media School to students about broadcast careers, jobs, and internship recruitment
- August 5, 2020 – Co-sponsor of Denver's 20th Annual Diversity Employment Day Career Fair



(<http://www.fcc.gov>)

Licensing and Management System

FRN: 0024972499 | [Search \(/dataentry/public/tv/...](#) [Log Out \(/dataentry/j_spring_security_logout\)](#)

[Applications \(/dataentry/secure/applications.html\)](#)

[Authorizations \(/dataentry/secure/authorizations.html\)](#)

[Facilities \(/dataentry/secure/facilities.html\)](#)

Approved by OMB (Office of Management and Budget) | OMB Control Number 3060-0113

See Instructions for public burden estimate

Broadcast Equal Employment Opportunity Program Report Application Submitted

LMS HELP CENTER

(<https://www.fcc.gov/media/radio/lms-help-center>)

Form Instructions

(<https://www.fcc.gov/sites/default/files/lms-396-eeo-instructions.pdf>)

[Download Reference Copy \(.../api/download/draftcopy/FM/25076ff370b21dbf0170cfaa618a288b\)](#)

Your application has been submitted for processing.

- Please pay any **fees** associated with this application.
- Use the assigned **File Number** when referencing this application in the future.
- The progress of this application can be tracked on the **Applications** page.

Application Summary

File Number: 0000126448
Application Purpose: EEO Report
Status: Submitted
Date Submitted: 11/19/2020

Applicant Information

Name: KSE RADIO VENTURES, LLC
Title:
Address: 1000 CHOPPER CIRCLE
DENVER, CO 80204
United States
Phone: +1 (303) 405-1100
Email: David.Gluck@KSEcolorado.com

[View Submitted Applications](#)

Technical problems or trouble accessing the system? [Submit Help Request \(https://esupport.fcc.gov/request.htm\)](https://esupport.fcc.gov/request.htm) or [Contact \(877\) 480-3201](tel:8774803201) TTY: (717) 338-2824

Federal Communications Commission
445 12th Street SW
Washington, DC 20554

Phone: 1-888-225-5322
TTY: 1-888-835-5322
Fax: 1-866-418-0232
Contact Us (<http://www.fcc.gov/contact-us>)

RSS (<http://www.fcc.gov/rss>)
Privacy Policy
(<http://www.fcc.gov/encyclopedia/privacy-policy>)
Moderation Policy
(<http://www.fcc.gov/comment-policy>)
Website Policies & Notices
(<http://www.fcc.gov/encyclopedia/website-notices>)
Required Browser & Plug-ins
(<http://www.fcc.gov/encyclopedia/required-plugin-ins-players-and-readers>)

FOIA (<http://www.fcc.gov/foia>)
No Fear Act Data
(<http://www.fcc.gov/encyclopedia/no-fear-act-data>)
Open Government Directive
(<http://www.fcc.gov/open>)
Plain Writing Act
(<http://www.fcc.gov/encyclopedia/plain-writing-fcc>)
2009 Recovery and Reinvestment Act
(<http://www.fcc.gov/encyclopedia/american-recovery-and-reinvestment-act-2009>)