

EEO PUBLIC FILE REPORT

For the Year Ending November 30, 2020

Prepared by: Three Eagles Communications of Colorado, LLC

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID No.</u>	<u>Type of Station</u>	<u>Location (City, State)</u>	<u>LMA</u>
KBVC(FM)	56386	FM	Buena Vista, CO	N
KVRH-FM	1020	FM	Salida, CO	N
KWUZ(FM)	164293	FM	Poncha Springs, CO	N

A. VACANCY LIST

The following is a list of all vacancies for full-time jobs during the previous 12 months:

Job Title	Date Filled
Traffic/Front Desk	June 1, 2020

B. RECRUITMENT SOURCE LIST

During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. For those sources not contacted for all openings, the job opening number from Section A is listed. Those sources marked with an asterisk (*) are organizations that requested to be contacted as job openings occurred:

	Recruitment Source	Address/Telephone Number	Contact Person	Job Openings/ All
1	On-air advertising			All positions
2	Word of Mouth			All positions
3				

C. RECRUITMENT SOURCES FOR FULL-TIME HIRES

The following is a list of recruitment sources for the full-time jobs shown in Section A which provided the hiree for each position:

	Job Title	Recruitment Source
1	Traffic/Front Desk	Word of Mouth

D. RECRUITMENT SOURCES PROVIDING INTERVIEWEES

During the previous 12 months, there was a total of 1 person interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

	Recruitment Source	Total No. on Interviewees
1	Word of Mouth	1

E. RECRUITMENT INITIATIVES

During the previous 12 months, the station employment unit engaged in the following (menu option) initiatives (provide full details, including an explanation if no such initiatives were conducted during the period involved):

	Prong 3 Menu Option
1	Scholarship Program – Three Eagles Communications awards four scholarships to local high school student-athletes per year