

KBVC(FM), KVRH-FM, and KWUZ(FM)
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022

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	1-4	1
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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	On-Air Announcements (<i>one or more SEU stations</i>)	No	2
2	Station Websites (<i>one or more SEU stations</i>)	No	0
3	Station Facebook Pages	No	0
4	Salida Chamber of Commerce 406 W. Rainbow Boulevard Salida, CO 81201 Phone: 719.5392068 Contact: Lori Roberts, lori@salidachamber.org	No	0
5	Buena Vista Chamber of Commerce 111 E. Main Street Buena Vista, CO 81211 Phone 719.395.6612 Contact: Jon Cobb, membership@buenavista.org	No	0
6	All Access Website www.allaccess.com	No	0
7	Colorado Mountain College – Salida www.coloradomtn.edu	No	0
8	Word-of-Mouth Referral	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	During the week of October 24, 2022, our SEU participated in the Colorado Broadcasters Association’s Virtual Job Fair. Our Operations Manager was available to speak with job seekers about open positions at our Stations.
2	Participate in Career Day	On March 23, 2022, our SEU participated in the the Salida High School Career Day activities. Our Sports Director talked with the students about opportunities available for a future career in broadcasting, shared details about his exciting job, and answered questions the students questions.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	During the month of October 2022, our President and Chief Operating Officer and our Operations Manager viewed a webinar conducted by its counsel Fletcher, Heald & Hildreth entitled, <i>The FCC’s EEO Rules</i> . The FCC’s EEO recruitment, recordkeeping, and reporting requirements were re-examined and reinforced during this webinar. A Power Point presentation was provided to continue to use as a reference tool going forward.
4	Participate in Scholarship Program	Our President and Chief Operating Officer is a member of the Colorado Broadcasters Association’s (“CBA”) Board of Directors and, as of March 2022, served as Chairman of its Scholarship Committee. He evaluated applications received by the CBA and submitted his recommendations to the full Committee. When scholarships were approved, he welcomed the honor of contacting the scholarship recipient(s) to share the good news.
5	Internship Program	Our SEU contacted the Coordinator of the Colorado Mountain College Internship Program to express its interest in hosting interns at the Stations.