

**KOA, KKZN, KHOW, KBCO-FM, KBPI, KRFX, KPTT & KTCL**

**EEO PUBLIC FILE REPORT  
DECEMBER 1, 2006 – NOVEMBER 30, 2007**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
FRONT DESK RECEPTIONIST	1-29; 31-33; 35; 37-104	33
KBCO ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	33
KBCO ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	35
KBPI MORNING SHOW CO-HOST	1-29; 31-33; 35; 37-104	33
ASST. TO THE FACILITIES MGR.	1-29; 31-33; 35; 37-104	35
KTCL ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	35
KPTT ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	35
AM PROMOTIONS ASSISTANT	1-29; 31-33; 35; 37-104	33
KBPI ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	33
NEW BUSINESS DEVELOPMENT A.E.	1-29-33; 35; 37-104	35
NEW BUSINESS DEVELOPMENT A.E.	1-29-31-33; 35; 37-104	35
KOA MORNING SHOW PRODUCER	1-29; 31-33; 35; 37-104	31
KOA SALES ASSISTANT	1-29; 31-33; 35; 37-104	33
KBCO ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	33
KBCO ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	33
ASST. PROGRAM DIRECTOR (AM)	1-29; 31-33; 35; 37-104	33
KRFX ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	33
KRFX ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	11
KHOW/AM760 SALES ASSISTANT	1-29; 31-33; 35; 37-104	35
AM760 ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	32
KBPI ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	35
FRONT DESK RECEPTIONIST	1-29; 31-33; 35; 37-104	33
KTCL ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	35
AM760 ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	32
BOARD OPERATOR/ TECHNICAL PRODUCER	1-29; 31-33; 35; 37-104	33
SALES MANAGER	1-29; 31-33; 35; 37-104	32
BOARD OPERATOR/ TECHNICAL PRODUCER	1-29; 31-33; 35; 37-104	33
SALES INTERNET MANAGER	1-29; 31-33; 35; 37-104	33
KPTT ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	35
KTCL ACCOUNT EXECUTIVE	1-29; 31-33; 35; 37-104	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 12-month period
1	The Gathering Place 1535 High Street, DENVER CO 80246-1226 Career Services (303) 321-4198	N	
2	Mi Casa Resource Center For Women 3025 W 37 Avenue, DENVER CO 80211-2713 Job Announcement Board 303 455-5820 Job posting announcement	N	
3	Asian Chamber Of Commerce 930 W 7 Avenue, Denver CO 80204 John Wright ACC Executive Director Tel - 303.595.9737 Fax (303) 595- 8880	N	
4	Denver Hispanic Chamber Of Commerce, Inc. 924 W. Colfax Ave. Denver CO 80204 Career Postings (303) 534-7783 Fax-(303) 595.8977	N	3
5	Black Chamber Of Commerce 2100 Downing Denver CO 80205 Ross, Job Announcement (303) 831-0720 Fax (303) 831-0755	N	
6	National Broadcasting Training Network 120 W. Dayton Street #c-1 Edmonds, WA 98020 Tom Mansfield 888.767.2346 Fax 425.775.1617	N	
7	Colorado Broadcasters Association P.O. Box 2369 Breckenridge Colorado 80424 Marilyn Hodges <a href="http://www.e-cba.org">www.e-cba.org</a> <a href="mailto:cobroadcasters@earthlink.net">cobroadcasters@earthlink.net</a>	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Arapahoe Community College 5900 South Santa Fe Drive, Littleton Co 80160 Jan McLees Phone-303.797-5809 Fax-303.797.5926	N	
9	Services De La Raza 4055 Tejon Denver Colorado 80211 Fabian 303.458.5851 f 303.455-1332	N	
10	Black Women's Center 4821 East 38 <sup>th</sup> Avenue Denver Colorado 80207 Hazel 303.355.3488	N	
11	University of Colorado - Denver Career Center, Campus Box 138, PO Box 173364, Denver, CO 80217- Lissa Gallagher <a href="mailto:Career@carbon.cudenver.edu">Career@carbon.cudenver.edu</a> 303-556-2250 f 303-556-4728	Y	2
12	Career Services at The Metropolitan State College of Denver Campus Box 68; PO Box 173362; Denver, CO 80217; Brenda Sabo 303-556-3664 Fax 303-556-4035	Y	4
13	University of Denver Driscoll Center South #46, 2050 East Evans, Denver, CO 80208-2150 Nancy Pool Morgan 303-871-2150 Fax 303-871-4335	N	4
14	Denver Indian Center Inc. 4407 Morrison Road, Denver CO 80219 Anna Selan Mitchell 303.936-2699	N	
15	Colorado State University - Denver 110 16 <sup>th</sup> Street, Denver, CO 80202 Cathrine Sees 303-772-5185 Fax 303-436-1695	Y	
16	Emily Griffith Opportunity School 1250 Welton Street Denver CO 80204 Chris McGuire 303-575-4700 Fax 303-575-4840	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
17	Information Technology Institute 410 - 17th Street, Suite 1400, Denver, Colorado 80202 Frank Traditi 720-359-9192 ext. 224 Fax 720-359-8023	N	4
18	Art Institute of Colorado 1200 Lincoln Street, Denver, CO 80203  Linda McDonnel 303-837-0825 ext. 4774 Fax 303-860-8520	N	4
19	National Affirmative Action Center 3500 S. Quintero Aurora CO 80013  Job Posting Announcement 303.699.8525	N	
20	Colorado Press Association 1336 Glenarm Place Denver, Colorado 80204  Phone: 303/571-5117; fax: 303.699.8525	N	
21	National Association of Broadcasters Employment Clearinghouse 1771 North Street N.W., Washington D.C. 20036  Karen Hunter, 202.429.5498 Fax-202.721.8776	N	
22	NAACP 2823 Fairfax Street, Denver Colorado 80227  LESLIE GUNN fax 303.321.6430	N	
23	The Urban League of Metro Denver, Inc. 5900 E. 39 <sup>th</sup> Ave Denver Colorado 80207  Ron Howard Phone: 303.388.5661 Fax: 303.321.1745	Y	3
24	Ohio Center for Broadcasting 1310 Wadsworth, Lakewood CO 80214  Fliz Homann 303.937-7070 Fax 303.975.0386	Y	
25	COLORADO WOMENS CHAMBER OF COMMERCE 2150 W. 29th Ave., Ste. 325 Denver, CO 80211  Career Center Job Posting Announcements	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
26	University of Colorado Boulder Campus 133 UCB Boulder CO 80309-0133 Career Services Center	Y	
27	University of Northern Colorado Campus Box 58 Greeley CO 80639 Career Services	Y	
28	Platt College 3100 South Parket Road Ste 200 Denver CO 80224 Career Services/Job Announcements	N	
29	Colorado State University Pueblo 2200 Bonforte Blvd. Pueblo CO 81001 Student Services Career Center Ammons Hall	N	
30	Denver Post Newspaper Agency 1560 Broadway Denver, Colorado 0202 Karen Marker Fax 303.820.1143	N	4
31	<a href="http://www.clearcareers.com">www.clearcareers.com</a>	N	49
32	Clear Channel Colorado Jobline/Job Posting Board 303.713.8799	N	
33	Employee Referral	N	16
34	<a href="http://www.hirediversity.com">www.hirediversity.com</a>	N	
35	<a href="http://www.monster.com">www.monster.com</a>	N	13
36	<a href="http://www.jobing.com">www.jobing.com</a>	N	
37	Adams State College Shelle McLean 208 Edgemont Blvd. Alamosa, CO 81102	N	
38	Aurora Community College Liz Reed 16000 E. Centretech Pkwy. Aurora, CO 80111	N	
39	Blair College George Evans 1815 Jet Wing Drive Colorado Springs, CO 80916	N	
40	Colorado Christian University Jennifer Toth 8787 W. Alameda Ave. Lakewood, CO 80226	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
41	The Colorado College Matt Birnbaum 14 East Cache La Poudre St. Colorado Springs, CO 80903	N	
42	The Colorado College Judy Offerdahl 14 East Cache La Poudre St. Colorado Springs, CO 80903	N	
43	Colorado Mountain College Alpine Campus Dan Schaffrick 1330 Bob Adams Drive Steamboat Springs, CO 80487	N	
44	Colorado Mountain College Spring Valley Campus Lisa Runck or Ed Bouchard 3000 Country Road #114 Glenwood Springs, CO 81601	N	
45	Colorado Mountain College Timberline Campus Connie Lugeanbeal 901 South Highway 24 Leadville, CO 80461	N	
46	Colorado State University-Ft. Collins Diane Kull 711 Oval Drive Ammons Hall Fort Collins, CO 80523	N	
47	Colorado State University-Ft. Collins Diane Kull 711 Oval Drive Ammons Hall Fort Collins, CO 80523	N	
48	Aims Community College Susan Burrows 5401 W. 20 <sup>th</sup> St., PO Box 69 Greeley, CO 80632	N	
49	Colorado State University-Ft. Collins Diane Kull 711 Oval Drive Ammons Hall Fort Collins, CO 80523	N	
50	DeVry University Amauri DaRocha 1870 W. 122 <sup>nd</sup> Ave. Westminster, CO 80030	N	
51	Fort Lewis College Allyn Talg 1000 Rim Drive Durango, CO 81301-3999	N	
52	Front Range Community College Meg Fremaux 1931 E. Bridge Street Brighton, CO 80601	N	

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53	Front Range Community College Sue Brooks 4616 S. Shields St. Fort Collins, CO 80526	N	
54	Front Range Community College Scoti Burke 3645 W. 112 <sup>th</sup> Ave. Westminster, CO 80031	N	
55	ITT Technical Institute Mario Aldapa 500 E. 84 <sup>th</sup> Ave. Thornton, CO 80229-5338	N	
56	Johnson & Wales University Greg Lorenz 7150 Montview Blvd. Denver, CO 80220	N	1
57	Lamar Community College Chad DeBono 2401 South Main Lamar, CO 81052	N	
58	Mesa State College Royia Ruffin 1100 North Avenue Grand Junction, CO 81501	N	
59	Morgan Community College Paula Salmon 920 Barlow Road Fort Morgan, CO 80701	N	
60	National American University Kim Larson 1325 S. Colorado Blvd., Suite 100 Denver, CO 80222	N	
61	National American University Amber Sweet 5125 N. Academy Blvd. Colorado Springs, CO 80918	N	
62	National American University Amber Sweet 5125 N. Academy Blvd. Colorado Springs, CO 80918	N	
63	Northwestern Community College Jim Hoganson 500 Kennedy Drive Rangely, CO 81648	N	
64	Northwestern Community College Gene Bilodeau 50 College Drive Craig, CO 81625-3633	N	
65	Otero Junior College Brad Franz 1802 Colorado Avenue LaJunta, CO 81050	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
66	Parks College Korri Roda 14280 E. Jewell Ave., Suite 100 Aurora, CO 80012	N	1
67	Pikes Peak Community College Jennifer Sengenberger 5675 S. Academy Blvd. Colorado Springs, CO 80906	N	
68	Pueblo Community College Counseling, Career, & Transfer Services Michael Netzer 900 W. Orman Avenue Pueblo, CO 81004-1499	N	
69	Red Rocks Community College Nancy Carlson 13300 W. 6 <sup>th</sup> Avenue, Box 10 Lakewood, CO 80228	N	
70	Regis University Career Services Linda Helwig 3333 Regis Blvd. Denver, CO 80221	N	
71	Trinidad State Junior College Peggy Weurding 600 Prospect Street Trinidad, CO 81082	N	
72	Trinidad State Junior College Valley Campus Victor Salazar 1011 Main St. Alamosa, CO 81101	N	
73	University Of Colorado At Colorado Springs Vanessa Ea 1420 Austin Bluffs Pkwy., PO Box 7150 Colorado Springs, CO 80918	N	
74	Western State College Svea Whiting College Union, Room 102 Gunnison, CO 81231	N	
75	Westwood College North Campus Eli Spanier 7350 N. Broadway Denver, CO 80221-3653	N	
76	Westwood College South Campus Mark Gibson 3150 S. Sheridan Blvd. Denver, CO 80227-5548	N	
77	The Women's College At The University Of Denver Wendy Winter-Searcy 2050 East Evans Ave. Denver, CO 80208	N	

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78	Arizona State University Raymond Castillo P.O. Box 872803 Tempe, AZ 85287-2803	N	
79	Arizona State University East Campus Justin Finnerty 7001 East Williamsfield Road Mesa, AZ 85212	N	
80	Arizona State University West Campus Mary Bennett P.O. Box 37100, MC 2650 Phoenix, AZ 85069-7100	N	
81	Northern Arizona University Eileen Mahoney Gateway Student Success Center Bldg. 43, P.O. Box 4097 Flagstaff, AZ 86011-4097	N	
82	University of Arizona Marie Rosenblit 1303 E. University Blvd. Bldg. #19, Suite 411 Tucson, AZ 85721	N	
83	Colby Community College Corey Sorenson 1255 South Range Colby, KS 67701	N	
84	Kansas State University Kerri Day Keller 100 Holtz Hall Manhattan, KS 66506-1701	N	
85	Pittsburg State University Pam Ehlers 202 & 203 Horace Mann 1701 South Broadway Pittsburg, KS 66762	N	
86	University Of Kansas David Gaston 1601 Irving Hill Road 110 Burge Union Lawrence, KS 66045	N	
87	University Of Kansas Mary Andrade 1601 Irving Hill Road 110 Burge Union Lawrence, KS 66045	N	
88	University Of Kansas Liz Caldwell 1601 Irving Hill Road 110 Burge Union Lawrence, KS 66045	N	

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89	Wichita State University Jill Pletcher 203 Grace Wilkie Hall 1845 N. Fairmount Wichita, KS 67260-0042	N	
90	Chadron State College Sharon Rickenbach 347 Crites Hall 1000 Main Street Chadron, NE 69337	N	
91	University Of Nebraska- Lincoln Dr. Larry Routh UNL Career Services 230 Nebraska Union, PO Box 880451 Lincoln, NE 68588	N	
92	University Of Nebraska- Lincoln Linda Buckman UNL Career Services 230 Nebraska Union, PO Box 880451 Lincoln, NE 68588	N	
93	University Of Nebraska- Omaha Pat Cotton Career Outreach Omaha, NE 68182	N	
94	Wayne State College Ms. Jason Barelman 1111 Main Street Wayne, NE 68787	N	
95	Oklahoma City University Lynette Martin 2501 North Blackwelder Oklahoma City, OK 73106-1493	N	
96	Oklahoma State University Pamela Block 325 Willard Stillwater, OK 74078	N	
97	Northeastern State University Gayle Anderson Office Of Placement Services 705 North Grand Tahlequah, OK 74464-2300	N	
98	University Of Oklahoma Ms. Bette Scott Career Services 900 Asp Avenue., OMU Suite 323 Norman, OK 73019	N	
99	College Of Eastern Utah Kathy Murray 451 East 400 North Price, UT 84501	N	
100	Southern Utah University Lisa Laird 351 W. University Blvd. Cedar City, UT 84720	N	

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101	University Of Utah Dana Sowby 201 S. 1460 East RM 350 Student Services Building Salt Lake City, UT 84112	N	
102	Utah State University Peg Hennon 4305 Old Main Hill University Inn Room #102 Logan, UT 84322-4305	N	
103	University Of Wyoming Jo Chytka 1000 E. University Ave. Department 3195 Laramie, WY 82071	N	
104	Denver Minority Connection <a href="mailto:info@denminorityonline.com">info@denminorityonline.com</a> Career Posting Notifications P.O. Box 202706 Denver, Colorado 80220	N	
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			103

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participated in Job Fairs	June 7 <sup>th</sup> -8 <sup>th</sup> 2007- Participated in the <b>3rd Annual Mountain Region Black Economic Summit and Expo</b> at the <i>Colorado Convention Center</i> . The SEU's Controller and Human Resources Manager, TTN Sales Mgr., KPTT Sales Mgr. & KHOW Sales Manager attended the event.
3	Sponsored Job Fair	09/25/2007 University of Colorado at Denver Health and Sciences Center Tivioli Career Center location. Sponsored and participated in the job fair, The SEU's HR Manger, KTCL Sales Manger and Promotions Director attended the recruitment event.
4	Sponsored Job Fair	October 29, 2007 Career Concepts Job Fair @ the Hyatt Regency Tech Center. Sponsored and participated in the job fair, The SEU's KPTT Sales Manger and TTN Sales Manager attended the recruitment event.
6	Sponsored Job Fair	November 13, 2007 -HireQuest Sales and Retail Management Career Fair. Sponsored and participated in the job fair, The SEU's KBOC Sales Manger and KHOW/AM760 GSM attended the recruitment event.
5	Internship Program	Students from various colleges and universities participated in the SEU's internship program during the spring, summer, and fall semesters covered by the reporting period. Interns are assigned to work in particular departments.  During the Spring semester, 09 interns

		<p>worked at the SEU. Interns worked in the Promotions, Programming, Production and Sports departments. Some interns were also assigned to work for specific on-air shows, such as the Morning Show.</p> <p>During the Summer semester, 12 interns worked at the SEU. Interns worked in the Sales, National Sales, Business Department Promotions, Creative Services. Programming, Production and Sports departments. Some interns were also assigned to work for specific on-air shows, such as the Morning Show.</p> <p>During the Fall Semester, 6 interns worked at the SEU. Interns worked in the Promotions, Programming, Production and Sports departments. Some interns were also assigned to work for specific on-air shows, such as the Morning Show.</p>
6	Internet Program Designed To Promote Outreach Generally	<p>Our job openings are posted on <a href="http://www.clearchannel.com">www.clearchannel.com</a>, which provides extensive job hunting advice and background information in addition to individual job listings.</p>