

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period December 1, 2009 to November 30, 2010

1) Employment Unit Location/Name: Wilks Broadcast-Denver, LLC

2) Unit Members (List all station call signs and communities of license): **KIMN(FM) – Denver, CO**
KXKL-FM – Denver, CO
KWOF(FM) – Broomfield, CO

3) EEO Contact Information for Employment Unit:

Mailing Address:	Telephone Number:
Wilks Broadcast Denver, LLC 720 Colorado Blvd Suite 1200N Denver CO 80246	303-228-2054
	Contact Person:
	Louise Espinoza
	E-mail Address:
	lespinoza@wilksdenver.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. Traffic Coordinator	Craigslist.com
2. On Air	All Access
3. Assistant Business Manager	Monster.com
4. Sales Manager	Internal Referral
5. Account Executive	Internal Referral
6. Sales Assistant	Craigslist.com
7. Account Executive	Radio Spots
8. On Air	All Access
9. On Air	All Access
10. Traffic Manager	Monster.com
11. Sales Manager	Internal Referral
12. Business Manager	Monster.com
13. Account Executive	Radio Spots
14. On Air	All Access
15. Business Manager	Monster.com
16. Account Executive	Internal Posting
17. Receptionist	Internal Referral
18. Account Executive	Internal Referral
19. Account Executive	Internal Referral
20. Account Executive	Internal Referral
21. Account Executive	Internal Referral
22. Sales Assistant	Internal Referral
23. Account Executive	Internal Referral
24. Traffic Manager	Monster.com
25. On Air	Industry Referral
26. Traffic Coordinator	Monster.com

5) Total # of Interviewees Referred by Each Source: For the period from December 1, 2009 to November 30, 2010, this Employment Unit interviewed 65 Interviewees for 26 full time job vacancies.

Stations KIMN/KWOF/KXKL are Equal Opportunity Employers.

6) All Full-time openings listed in Section 4 were filled from notifications sent to the following sources:

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)	Full-time Positions for Which This Source Was Utilized	Total Number of Interviewees This Source Has Provided During This Period (If Any)
Adams County Employment Center	Rebecca Lloyd	12200 Pecos St Westminster CO 80234	303-453-8600	No	Most if not all	0
Aims College	Rachael Davis	5401 West 20 th St Greeley CO 80634	970-330-8008	No	Most if not all	0
All Access	ONLINE	28955 Pacific Coast Hwy Malibu CA 90265	310-457-6616	No	2,8,9,14,25	8
Arapahoe Community College	Jan McLees	5900 S. Santa Fe Littleton CO 80120	303-797-5809	No	Most if not all	0
Art Institute of Colorado	Linda McDonald	1200 Lincoln St Denver CO 80203	800-557-7216	No	Most if not all	0
Asian Chamber of Commerce	John Wright	924 W. Colfax Denver CO 80204	303-595-9737	No	Most if not all	0
Asian Pacific Center for Asian Develop	Laura Long	1825 York St Denver CO 80206	303-393-0304	No	Most if not all	0
Center for People with Disabilities	Mamie	1675 Range St Boulder CO 80301	303-442-8662	No	Most if not all	0
Colorado Broadcasters Association	Marilyn Hogan	P.O. Box 2369 Breckenridge CO 80424	970-547-1388	No	Most if not all	0
Colorado School of Mines	Jane Cain	Career Center, 1500 Illinois St. Golden CO 80401	303-273-3233	No	Most if not all	0
Community College of Denver	Ben Weinhrauch	P.O. Box 173363 Denver CO 80217	303-556-2413	No	Most if not all	0
Craigslist.com	ONLINE			No	2	8
Denver Indian Community Center	Eileen Masquest	4407 Morrison Rd Denver CO 80219	303-936-2688	No	Most if not all	0
Denver Inner City Parish	Rita Roberts	Career Center 1212 Mariposa St Denver CO 80204	303-629-0636	No	Most if not all	0
Denver Public Schools	Human Resources	HR Info Box 900 Grant St #404 Denver CO 80206		No	Most if not all	0
Hispanic Chamber of Commerce	Job Bank	924 W. Colfax Denver CO 80204	303-34-7783	No	Most if not all	0
Internal/Industry Referrals	KIMN/KXKL/KWOF	720 Colorado Blvd Ste 1200N, Denver, CO 80246	303-228-2054	No		30
Internal Posting	Station	720 Colorado Blvd Ste 1200N, Denver, CO 80246	303-228-2054	No	Most if not all	1
Job Fairs				No	17,22	4

MI CASA Resource Center for Women	Job Board	360 Acoma Denver CO 80204	303-573-1302	No	Most if not all	0
Monster.com	ONLINE			No	3,10,12,15,24,26	12
Radio Station Ads	Station	720 Colorado Blvd Ste 1200N, Denver, CO 80246	303-228-2054		#7, #13	2
Samaritan House	Greg Milius	2301 Lawrence St Denver CO 80205	303-294-0241	No	Most if not all	0
University of Denver Career Center	Chanty	2050 E. Evans Denver CO 80210	303-871-2150	No	Most if not all	0

7) Supplemental Non-vacancy Specific Recruitment Initiatives.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
City Career Fair Productions – The Diversity Recruiters Network, Denver & the State of Colorado’s Annual “Diversity Employment Day” Career Fair	Aug 3, 2010	Market Manager Sales Managers Business Manager Promotions Director Program Director
Provide internship programs to introduce media skills and opportunities to students enrolled in an educational curriculum earning credit toward their class grades. 16 participants over the reporting period from various educational institutions.	Ongoing	Program Directors Promotion Director Engineering Director Business Manager
Dom & Jane morning show hosts a live-audience show every Friday where listeners see first-hand the talent and flow of producing a morning show (KIMN). Audience is 12-15 individuals every Friday 5:30-9:00A	Ongoing	Program Director On Air Personnel
Career Presentation at Ohio Center for Broadcasting for Orientation.	February 15, 2010	Promotions Director Promotions Assistant
EEO Guidelines and requirements are discussed at quarterly manager’s meetings for all managers at the stations.	Ongoing	Market Manager Business Manager Sales Managers Business Manager Promotions Director Program Director
Training provided by FCC attorney for EEO at the annual BM conference.	February 22, 2010	Corporate Officers Business Managers Assistant Business Managers

Promotions Coordinator with the Ohio Center for Broadcasting. Worked with the center promotions department to advertise the school.	January – February 2010	Promotions Director
Speaking Engagement with a communications class at Johnson and Whales	September 15, 2010	Market Manager
Speaking Engagement at the University of Denver for the Broadcast Sales and Management Class	November 9, 2010	Market Manager
Hosted a Career Fair 10 local businesses with jobs to fill participated in a drive up job fair held in the station parking lot with about 50 job applicants attending.	November 22, 2010	Market Manager Business Manager Sales Managers Business Manager Promotions Director Program Director
Participate in a job bank with Denver Help Wanted	Ongoing	Website Coordinator
Routinely disseminate general recruitment notices for all company positions to the aforementioned distribution list	Ongoing	Corporate Office
Companywide annual training of Sales Management to teach management coaching and sales techniques.	January 14-17, 2010	Corporate Officers Market Managers Sales Managers
Companywide annual training of Business Office to increase skill sets.	February 21- 24, 2010	Corporate Officers Business Managers Assistant Business Managers
The company has a mentoring program designed to assist employees who express a desire to coach them additional roles within the company.	Ongoing	Corporate Officers Market Managers Sales Managers
The company has a training program designed to assist employees increase skill sets.	Ongoing	Corporate Officers Market Managers Sales Managers