

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period December 1, 2010 to November 30, 2011

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:  <b>Wilks Broadcast Denver, LLC</b> <b>720 Colorado Blvd</b> <b>Suite 1200N</b> <b>Denver CO 80246</b>	Telephone Number: <b>303-228-2018</b>
	Contact Person: <b>Meghan Abernathy-Walters</b>
	E-mail Address: <b>Mwalters@wilksdenver.com</b>

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

Job Title	Recruitment Source Referring Hiree
1. Assistant Business Manager	Craigslis
2. Traffic Coordinator	Craigslis
3. Traffic Coordinator	Craigslis
4. Account Executive	Internal Referral
5. Account Executive	Internal Referral
6. Account Executive	Monster.com
7. Account Executive	Internal Referral
8. Engineer	Internal referral
9. Promotions Assistant	Craigslis
10. Sales Manager	Internal Referral
11. Traffic Coordinator	Internal Referral
12. Production Director	All Access
13. Account Executive	Internal Referral
14. Account Executive	Internal Referral
15. National Sales Coordinator	Craigslis
16. National Sales Coordinator	Craigslis
17. National Sales Coordinator	Industry Referral
18. Account Executive	Industry Referral

5) **Total # of Interviewees Referred by Each Source:** For the period from December 1, 2010 to November 30, 2011, this Employment Unit interviewed 66 Interviewees for 18 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	1-18	0
Aims College	Rachael Davis	5401 West 20 <sup>th</sup> St Greeley CO 80634	970-330-8008	No	1-18	0
All Access		28995 Pacific Coast Hwy, Malibu, CA 90265	310-457-6616	no	12	4
Arapahoe Community College	Jan McLees	5900 S. Santa Fe Littleton CO 80120	303-797-5809	No	1-18	0
Art Institute of Colorado	Linda McDonald	1200 Lincoln St Denver CO 80203	800-557-7216	No	1-18	0
Asian Pacific Center for Asian Develop	Laura Long	1825 York St Denver CO 80206	303-393-0304	No	1-18	0
Center for People with Disabilities	Mamie	1675 Range St Boulder CO 80301	303-442-8662	No	1-18	0
Colorado Black Chamber of Commerce	Career Services	410 17 <sup>th</sup> Street Suite 100 Denver Co 80202	303-831-0720	No	1-18	0
Colorado Broadcasters Association	Marilyn Hogan	P.O. Box 2369 Breckenridge CO 80424	970-547-1388	No	1-18	0
Colorado School of Mines	Jane Cain	Career Center, 1500 Illinois St. Golden CO 80401	303-273-3233	No	1-18	0
Community College of Aurora	Career Services	16000 East Center Tech Pk Aurora, Co 80011	303-360-4700	No	1-18	0
Community College of Denver	Ben Weinhrauch	P.O. Box 173363 Denver CO 80217	303-556-2413	No	1-18	0
Craigslist.com	ONLINE			No	1-18	35
Curtis Park Community Center	Career Services	909 29 <sup>th</sup> Street Denver, Co 80205	303-295-2399	No	1-18	0
Denver Indian Community Center	Eileen Masquest	4407 Morrison Rd Denver CO 80219	303-936-2688	No	1-18	0
Denver Inner City Parish	Rita Roberts	Career Center 1212 Mariposa St Denver CO 80204	303-629-0636	No	1-18	0
Denver Public Schools	Human Resources	HR Info Box 900 Grant St #404 Denver CO 80206		No	1-18	0
Denver University Career Center	Career Services	2050 Evans Ave Denver, Co 80210	303-871-2150	No	1-18	0
Denver Women's Commission	Career Services	201 West Colfax Denver, Co 80203	720-913-8450	No	1-18	0
Goodwill Industries	Career Services	6850 North Federal Denver, Co 80221	303-650-7700	No	1-18	0

Hope Center	Career Services	3475 Holly St Denver, Co 80207	303-321- 0997	No	1-18	0
Internal/Industry Referrals	KIMN/KXKL/KWOF	720 Colorado Blvd Ste 1200N, Denver, CO 80246	303-228- 2054	No	1-18	13
Internal Posting	Station	720 Colorado Blvd Ste 1200N, Denver, CO 80246	303-228- 2054	No	1-18	2
Diversity Job Fair					18	3
Monster.com					1,2,3,8,9,11,14,15,16,17	7
NAACP	Career Services	3030 Downing Street, Denver, Co 80207	303-333- 9013	NO	1-18	0
Ohio Center for Broadcasting	Career Services	3030 Downing St Ste 400 Lakewood, Co 80226	303-937- 7070	No	1-18	0
Pikes Peak Community	Career Services	5675 S Academy Blvd Co Springs, Co 80909	719-502- 6847	No	1-18	0
Radio Station Ads	Station	720 Colorado Blvd Ste 1200N, Denver, CO 80246	303-228- 2054		14	0
Regis University	Career Services	333 Regis Blvd Denver, Co 80221	303-458- 4100	No	1-18	0
Rocky Mountain Jiho	Career Services	P.O. Box 1073 Denver, Co 80201	303-295- 1848	No	1-18	0
Rocky Mountain SER	Career Services	3355 Pecos Street Denver, Co 80204	303-629- 0393	No	1-18	0
Samaritan House	Greg Milius	2301 Lawrence St Denver CO 80205	303-294- 0241	No	1-18	0
Society of Broadcast Engineers		9102 North Meridian Street Ste 150 Indianapolis, IN 46260	317-846- 9000	No	8	2
Servicios De La Raza	Career Services	4055 Tejon Street Denver, Co 80211	303-458- 5851	No	1-18	0
Urban League of Pikes Peak	Career Services	125 North Parkside Drive Co Springs, Co 80909	719-471- 1930	No	1-18	0
Women's Resource Agency	Career Services	750 Citadel Drive East Co Springs, Co 80909	719-471- 3170	No	1-18	0
Workforce Development	Career Services	201 West Colfax Dept 1005 Denver, Co 80202	720-913- 3330	No	1-18	0

7) Supplemental Non-vacancy Specific Recruitment Initiatives.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p><b>1.</b> City Career Fair Productions – The Diversity Recruiters Network, Denver &amp; the State of Colorado’s Annual “Diversity Employment Day” Career Fair</p>	<p>February 16, 2011, August 3<sup>rd</sup>, 2011</p>	<p>Program Directors Sales Managers Marketing Director Business Manager</p>
<p><b>2.</b> KIMN KWOE KXKL provides internship programs to introduce media skills and opportunities to students enrolled in an educational curriculum earning credit toward their class grades. 12 participants over the reporting period from various educational institutions.</p>	<p>Ongoing</p>	<p>Program Directors Promotion Director Engineering Director Business Manager</p>
<p><b>3.</b> Dom &amp; 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</p>	<p>Ongoing</p>	<p>Program Director On Air Personnel</p>
<p><b>4.</b> University of Denver Internship and Career Fair Collected Resumes, visited with undergraduate prospect, distributed company information at the Wilks Broadcasting table</p>	<p>10/19/11</p>	<p>Business Manager Sales Managers</p>
<p><b>5.</b> Continuation of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Ongoing</p>	<p>Market Manager Business Manager Sales Managers Business Manager Program Director</p>
<p><b>6.</b> Denver Art Institute, Career Services Fair Collected resumes, visited with undergraduate prospects, distributed company information at Wilks Broadcasting table.</p>	<p>3/1/11, 9/8/11</p>	<p>Assistant Business Manager Promotions Director</p>
<p><b>7.</b> Promotions Coordinator with the Ohio Center for Broadcasting. Worked with the center promotions department to advertise the school.</p>	<p>Ongoing</p>	<p>Promotions Director</p>
<p><b>8.</b> KIMN, KWOE, KXKL offered 45 minute tours to Cub scouts to fulfill their Communication Badge requirements 1 tour given</p>	<p>1/25/11</p>	<p>Promotions Director</p>
<p><b>9.</b> Continuation of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>1/21/11-1/22/11 2/21/11-2/22/11</p>	<p>Corporate Officers Business Managers Assistant Business Managers Market Manager Sales Managers</p>
<p><b>10.</b> Continuation of Mentoring Program for Sales Associates and Account Executives.</p>	<p>Ongoing</p>	<p>Corporate Officers Market Manager Sales Managers</p>