

**EEO Public File Report**

**Employment Unit Covered:**

**KYGO-FM, KOSI(FM), KKFN(FM) & KEPN(AM)**

**Reporting Period**

**December 1, 2023 – November 30, 2024**

**Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

<b>Job Title of FT Vacancy</b>	<b>Date Filled</b>	<b>Hire Source</b>	<b>Recruitment Source</b>
KOSI On-Air Talent #R5977	12/1/2023	Market Referral	See Recruitment Source List
Program Director #R6010	12/4/2023	Employee Referral	See Recruitment Source List
Digital Content Producer #R6241	3/4/2024	Career Page	See Recruitment Source List
Digital Media Strategist #R6293	4/8/2024	Market Referral	See Recruitment Source List
Account Executive #R6251	4/15/2024	Employee Referral	See Recruitment Source List
Account Executive #R6251	4/29/2024	Employee Referral	See Recruitment Source List
Promotions Director #R6449	6/17/2024	Employee Referral	See Recruitment Source List
Technology Solutions Engineer #R6415	6/24/2024	Career Page	See Recruitment Source List
Digital Performance Manager #R6615	9/18/2024	Indeed	See Recruitment Source List
KOSI On-Air Talent #R6800	10/15/2024	Market Referral	See Recruitment Source List

**Total Number of Interviews for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:**

<b>Recruitment Source</b>	<b>Number of Interviewees Referred</b>
All Access	2
Career Page	9
Employee Referral	12
Glassdoor	1
Indeed	8
Internal Candidate	8
Market Referral	10
Work in Sports	1
<b>Total:</b>	<b>51</b>

## Performance Initiatives Undertaken

The Unit hosted four station tours during the reporting period. During the tour, guests are invited to observe hosts in the studio and hear about what it is like to work in the radio broadcasting industry. The Unit hosted 20 students and 2 adults from Crossroads Middle School (October 3, 2024); 12 individuals from a group called "To The Rescue" which provides personalized support for individuals with disabilities, and home health care for older adults (October 15, 2024); 6 individuals from Integrated Life Choices which provides support for adults with intellectual disabilities (November 21, 2024); and 15 students from the Colorado Media School (November 26, 2024) .

During the reporting period, several of the Unit's employees participated in speaking engagements to educate students about careers in broadcasting and sports broadcasting. An on-air host spoke to 5<sup>th</sup> grade students at Discovery Magnet School's Career Day (February 7, 2024). One of the sports talk hosts was keynote speaker at the Career Day at Eaton Middle School (March 25, 2024). A sales manager spoke to 200 middle school students at Mountain Ridge Middle School (May 9, 2024). A program director spoke at an event at The University of Denver called Girls in the Game to encourage and inspire girls to consider a career in sports and sports broadcasting (August 17, 2024). A digital sports analyst spoke at Colorado University's CMCI Sports Media Summit (February 23, 2024) as well as numerous other guest speaking opportunities around the campus. The digital sports analyst also teaches a sports media/sports broadcasting class in the communications school at the Colorado University- Boulder as well as a sports writing class each semester. An on-air host and a board operator teach broadcasting classes at the Colorado Media School. An on-air host participated in the program Young AmeriTowne where a group of 4<sup>th</sup> grade students from American Academy learned about how to run a radio station from a business standpoint and a creative one.

Employees of the Unit participated in the company led mentorship program. This program began in February 2024 and ran for six months. The program allows employees to be paired with mentors across the organization to gain career development and insight into other departments and roles within the organization.

Bonneville International was a sponsor of the 2023-2024 National Association of Broadcasters Leadership Foundation (NABLF) Media Sales Academy student mentoring and recruiting program. To begin the program on October 27, 2023, the Executive Vice President of Business Affairs and Strategy spoke to a group of about 20 college students about the radio industry. On October 28, 2023, the Senior Vice President of Human Resources and Director of Sales (Seattle) presented company information and information about possible career paths in broadcasting sales to the program participants. One participant in the program was then mentored by an Account Executive (Sacramento) for about three months. After the conclusion of the program in March 2024, contact information for all program participants was provided to Market Managers and sales leaders to support recruiting efforts.

During the reporting period, The Unit provided training opportunities for its management team and its employees. The Unit's managers participated in Manager Meet-Ups covering such topics as Merit Training (2/7/24 and 2/8/24). Employees were invited to participate in on-going sessions titled "Own Your Own Development". Topics covered included Navigating Bonneville International Corporation Learning and Development Resources (1/25/24), AI at Bonneville (2/22/24), and Giving and Receiving Feedback (3/14/24). In addition, employees of the Unit are given Franklin Covey All Access Passes to aid in personal development. New Hires also participated in sexual harassment and discrimination training as well as Franklin Covey's Unconscious Bias program.

**Recruitment Sources - The following sources receive notification of Unit job openings. The sources marked with an asterisk (\*) have requested and received notification of full-time job openings.**

<b>Media Type</b>	<b>Recruitment Source:</b>
Radio	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy, #210-5, Malibu, CA 90265 Phone: 310-457-6616
Radio	Brigham Young University – Hawaii Contact: Keni Kalama Address: 55-220 Lulanui St. Laie, HI 96762 Phone: 808-675-3444
Radio	Career Page Careerpage.org
Radio	Colorado Broadcaster Association Contact: Justin Sasso 333 West Hampden Avenue, Suite 400, Englewood, CO 80110 Phone: 720-536-5427
Radio	Colorado State University Contact: career_info@mail.colostate.edu Address: Fort Collins, CO 80523 Phone: 970-491-1540
Radio	Glassdoor Contact: Glassdoor, Inc. Address: 100 Shoreline Highway Mill Valley, CA 94941 Phone: 888-355-9323
Radio	Indeed Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 84119 Phone: 801-973-6484
	Internal Candidate – Refers to a current employee applying for another position in the organization
	Market Referral – Candidates that select this outreach source are referred by employees who work for agencies, sports teams, or other media companies.
Radio	Metropolitan State University Address: 890 Auraria Parkway, Denver, CO 80204 Phone: 303-556-8320
Radio	Mi Casa Resource Center* Contact: Anne Volcker Address: 360 Acoma Denver, CO 80223 Phone: 303-539-5648
Radio	Ohio Center for Broadcasting* Address: 6703 Madison Rd Cincinnati, OH 45227 Phone: 513-271-6060
Radio	Pueblo Community College Address: 900 W. Orman Ave Pueblo, CO 81004 Phone: 719-549-3200
Radio	University of Colorado Boulder Contact: career@colorado.edu Address: Boulder, Colorado 80309 Phone: 303-492-6541

<b>Media Type</b>	<b>Recruitment Source:</b>
Radio	University of Colorado Denver Address: Tivoli Student Union Suite 267 Denver, CO 80217 Phone: 303-556-2250
Radio	University of Northern Colorado Contact: career.services@unco.edu Address: 501 20th Street, Greeley, CO 80639 Phone: 970-351-2127
Radio	Work in Sports Workinsports.com Email: postajob@workinsports.com