

KUAD – KTRR – KMAX – KKPL - KARS
Equal Employment Opportunity Public File Report
Report Dates: November 20, 2008 – November 19, 2009

I. POSITIONS FILLED DURING THE REPORTING PERIOD

Job Title	Sources Used to Fill Position <i>(Numbers Correspond to the Recruitment Source List in Part II)</i>	Source Referring Hiree
Account Executive – All Stations (Daniel Leifeld) 12/14/08	1-10; 12-14	32
Account Executive – All Stations (Mark Abeyta) 1/5/09	1-10; 12-14	32
Account Executive – All Stations (Sarah Lattanza) 3/12/09	1-10; 12-14; 21; 36	21
Account Executive – All Stations (Tia Shaw) 3/25/09	1-10; 12-14; 21; 36	21
Account Executive – All Stations (Kathleen Gannon) 5/18/09	1-10; 12-14; 21	32
Account Executive – All Stations (Christa Pogonyi) 5/18/09	1-10; 12-14; 21	32
Account Executive – All Stations (Chris Cannon) 6/1/09	1-10; 12-14; 21	33
Account Executive – All Stations (David Rodriguez) 6/2/09	1-10; 12-14; 21	32
Account Executive – All Stations (Alison Hamling) 8/3/09	1-10; 12-14; 21; 26	32
Account Executive – All Stations (Christine Warembourg) 8/3/09	1-10; 12-14; 21; 26	21
Account Executive – All Stations (Kason Smith) 9/15/09	1-10; 12-14; 21; 26	32
Account Executive – All Stations (Mick Peed) 9/21/09	1-10; 12-14; 21; 26	32

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II. RECRUITMENT SOURCE LIST

No.	Recruitment Source (Name, address, contact person, telephone number)	Entitled to Vacancy Notification (Y/N)	No. Interviewees Referred During Reporting Period by Source
1	UNC Department of Hispanic Studies 501 20 th Street Greeley, CO 80639 Dee Belo	N	
2	Urban League of Metro Denver 5900 East 39 th Ave Denver, CO 80207 Vince Richmond	N	
3	Mi Casa Resource Center for Women 360 N Acoma Street Denver, CO 80223 Barbara Cowerthwaite	N	
4	Rodarte Center 651 10 th Ave Greeley, CO 80631 Rueben Flores	N	
5	Asian-Pacific American Student Services Reagan.Le@ColoState.edu 212 Lory Student Center Fort Collins, CO 80523 Linda Ahuna	Y	
6	Service De La Raza 4058 Tejon Denver, CO 80211 Lorenzo	N	
7	Aims Community College Career Advance www.myinterfase.com/aimsccemployer Website Service	N	
8	Caesar Chavez Cultural Center 501 20 th Street Greeley, CO 80639 Sonya Machhuca	N	
9	Native American Student Services	Y	

	Teresa.roybal@colostate.edu 218 Lory Student Center CSU Fort Collins, CO 80523 Ty Smith		
10	El Centro Student Services 178 Lory Student Center CSU Fort Collins, CO 80523 Lupe Salazar	N	
11	Marcus Garvey Center UNC Greeley, CO 80639 Oyibo Afoaku	N	
12	Black Student Center 204 Lory Student Center CSU Fort Collins, CO 80523 Jennifer Williams	N	
13	Education and Life Training Center 401 Linden Street Fort Collins, CO 80524 Ramona Lyman	Y	
14	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 Gary James	Y	
15	Manpower 1817 Carey Ave Cheyenne, WY 82001	N	
16	Labor Ready 1414 Logan Ave Cheyenne, WY 82001	N	
17	Kelly Services 2220 Dell Range Blvd. Suite 100 Cheyenne, WY 82001	N	
18	Express Services 2205 E Pershing Blvd Cheyenne, WY 82001	N	
19	Cheyenne Employment Center 1510 E Pershing Blvd Cheyenne, WY 82001	N	
20	Wyoming New Hire 2020 Carey Ave Cheyenne, WY 82001	N	
21	Northern Colorado Help Wanted.com Website Service	N	20
22	Fort Collins Coloradoan Classified Ad 970-493-6397	N	
23	Greeley Tribune Classified Ad	N	

	970-352-6510		
24	Loveland Reporter Herald Classified Ad 1-800-216-0680	N	
25	Wyoming Tribune Eagle Classified Ad 1-307-266-0500	N	
26	Jeff Cappasso On-Air Spot KUAD – KTRR – KMAX – KKPL-KARS	N	3
27	Radio Ink Classified Ad 1-561-655-8779	N	
28	Radio Advertising Bureau Classified Ad 1-800-988-5158	N	
29	All Access.com	N	
30	Regent Communications – Company wide listing	N	
31	Radio-Info.com	N	
32	Walk-ins/Call-ins/Referral	N	12
33	Promoted within Company	Y	1
34	Ohio Center For Broadcasting – Colorado Campus 1310 Wadsworth Blvd., Ste 100 Lakewood, CO 80214 (303) 937-7070	Y	
35	Fort Collins Coloradoan Career Builder.com Website Service	N	
36	Society Broadcast Engineers www.sbe.org/career_jobonline.php	N	
37	Craigs List www.craigslist.com		1
38	Colorado State University Jobs online service http://career.colostate.edu Website Service	N	
39	Cheyenne Tribune Eagle 702 W Lincoln Way Cheyenne, WY 82001	N	
40	Casper Star Tribune PO Box 80 Casper, WY 82602	N	
41	Inside Radio Website Service	N	

TOTAL INTERVIEWEES DURING 12-MONTH PERIOD	37
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III. OUTREACH INITIATIVES

No.	Type of Outreach Initiative (e.g. internship, job fair, etc.)	Brief Description of Activity
1	Job Fair	On April 17, 2009, Regent Broadcasting of Colorado participated in the RE-1 School District's Career Day at Valley High School in Gilcrest. From 9am – Noon, Dave Jensen and Keith Cutler from the programming staff were on hand to discuss radio and broadcasting for the students. Resumes were collected for internship opportunities.
2	Job Fair	On April 28 th and 29 th , 2009 Regent Broadcasting participated in Weld County School District Six's Annual Career Day. Charley Barnes, Bryan Bean, Gailen Sprague and Michael Stone from the programming staff spoke with students about job and internship opportunities with Regent, for four hours, both days. Resumes were collected.
3	Job Fair	Participated in Colorado State University Fall Career Fair on September 16, 2009 at Lory Student Center in Fort Collins, CO. Shelley Heier, Promotions Director, Ed Benks, General Sales Manager and Dave Jensen, on-air personality, spoke with students about job and internship opportunities with Regent.
4	Job Fair	Participated in the University of North Colorado's Fall Job & Internship Fair on October 13, 2009 at the University Center Ballroom. Josh Kukus, Sales Assistant set up the booth. Shelley Heier, Promotions Director and Miles Schallert, Director of Sales, and Dave Jensen, On-Air Personality, spoke with students on Job and Internship opportunities with Regent. Resumes were collected.
5	Internship program	Hired five interns, two referrals, one from UNC Career Fair, and two from Ohio Center for Broadcasting for a Spring internship program (1/20/09-), hired one of the referral interns as a part time employee.
6	Internship program	Hired eight interns from UNC and CSU job fair, and UNC journalism class for Summer 2009 (5/9/09-8/29/09), hired two of the interns, both from the UNC job fair as a part time employee.

7	Internship program	Hired two interns, one a referral and the other from UNC Journalism class presentation for Fall 2009. (9/8/09-Open)
8	Event Sponsored by Educational Institution	On February 3, 2009, on-air personality, D Dennison spoke to a Radio Broadcasting class at Aims Community College in Greeley, CO about careers in broadcasting and internship opportunities. Approximately 20 students attended.
9	Event Sponsored by Educational Institution	On September 30, 2009, Shelley Heier, Promotions Director, spoke to a Communications class at UNC in Greeley. Shelley spoke about career opportunities in radio; training required and answered students' questions. There were about 20 students present.
10	Event Sponsored by Educational Institution	On November 10, 2009, Karen Baumgartner, Promotions Assistant, spoke to a Communications class at Aims Community College in Greeley. Karen spoke about education that is required for broadcasting and opportunities in radio. There were about approximately 20 students present.
12	Activity Designed to Disseminate Information about Broadcast Opportunities	On December 11, 2008, Josh Kukus, promotions assistant gave a tour of the studios in Windsor, CO to the Cub Scouts from Pack # 94 in Fort Collins. Approximately 7 kids attended.
13	Activity Designed to Disseminate Information about Broadcast Opportunities	On January 20, 2009, Josh Kukus, promotions assistant gave a tour of the studios in Windsor, CO to the Cub Scouts – Tiger Cubs in Fort Collins. Approximately 8 kids attended.
14	Activity Designed to Disseminate Information about Broadcast Opportunities	On February 10, 2009, Josh Kukus, promotions assistant gave a tour of the studios in Windsor, CO to the Cub Scouts from Pack # 197, Den 3 in Fort Collins. Approximately 15 kids attended.
15	Activity Designed to Disseminate Information about Broadcast Opportunities	On April 8, 2009, Josh Kukus, promotions assistant gave a tour of the studios in Fort Collins, CO to the Webelos Pack # 620 in Fort Collins. Approximately 8 kids attended.