

EEO PUBLIC FILE REPORT

For the 12-month Period ending: November 22, 2008- November 21st 2009.

Prepared by: Bustos Media of Colorado
(Licensee/Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location</u> <u>City, State</u>	<u>LMA</u>
KKHI-FM		FM	DENVER,CO	N/A

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

	Job Title	Date of Opening	Date Filled
1.	Account Executive	10-27-2008	12/11/08
2.	Account Executive	3-16-2009	4/22/09
3.	Account Executive	9-28-2009	11/2/09
4.	Promotion Assistant	8-18-2009	9/9/09
5.	Programming Assistant	10/5/09	11/1/09
6.			
7.			
8.			
9.			
10.			
11.			
12.			

B. During the previous 12 months, the following recruitment sources were contacted to fill vacancies for full-time positions. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

	Recruitment Source	Job Opening numbers	Address	City	State	Zip	Contact Person	Telephone Number
1.	Colorado Broadcasters Association	1	2042 Boreas Pass Rd Breckenridge, Co. 80424	Breckenridge	CO	80424	Marilyn C. Hogan	970-547-1388 970-547-1384

2.	JOBING.COM	2,3,4	kkhi1019.jobing.com	1391 Speer Blvd Suite 850, Denver	CO	80204	ANDREA HOFFMAN	303-227-3377
3.	WEB PAGE KKHI1019.COM	All	8975 E. Kenyon Ave	Denver	Co	80237	Steve Hamilton	303-962-5200
4.	Radio-KKHI-1019 Announcements	All	8975 E. Kenyon Ave	Denver	Co	80237	Alma Garcia Ricky Tatum	303-962-3575
5.	Ohio Center for Broadcasting Co Campus	ALL	404 S. Upham Street, Bel Mar Center	Lakewood	Co	80226	Terry Cuff, Jeff Benet, Mark Lillie, Robert Mills	303-937-7070 303-233-4484
6.	Internal announcements for referrals	All	8975 E. Kenyon Ave	Denver	CO	80237	Ricky Tatum Alma Garcia	303-962-3560

C. The following is a list of the full-time jobs shown in Section A above and the recruitment source used to fill that position:

<u>Job Title</u>	<u>Recruitment Source</u>
1. Account Executive	Client Referral / Colorado Broadcasters Association
2. Account Executive	KKHI1019.jobing.com
3. Account Executive	Radio Announcements KKHI-101.9
4. Promotions Assistant	Ohio Center for Broadcasting
5. Programming Assistant	Radio Announcements KKHI-101.9
6.	
7.	
8.	
9.	
10.	

D. During the previous 12 months, there were a total of 27 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees for each position along with the recruitment sources shown in Section B above:

<u>Job Title</u>	<u>Total No. of Interviewees</u>	<u>Recruitment Source</u>
1. Account Executive	4	1 Client Referral, 3 Internal referrals.

2. Account Executive	5	2 kkhi1019jobing.com, 3 Coloado Broadcasters Ass.
3. Account Executive	7	4 Radio Announcements kkhi101.9 , 3
4. Promotions Assistant	6	3 Ohio C for Broadcasting, 3 Radio Announcements kkhi
5. Programming Assistant	5	3 Radio A, 2 Ohio C for Broadcasting

E. During the last 12 months, the station employment unit engaged in the following initiatives (provide full details, including an explanation if no initiatives were conducted during the period involved):

- Station Manager held monthly meetings with the staff to select initiatives for the employment unit and plan strategies to accomplish them. During the monthly meetings managers and full time employees discuss concerns including job opportunities within the station, address issues such as employment procedures to ensure that all FCC and company policies are clearly understood and carried out.
- Internal announcements were posted in the break room when positions became open, encouraging employees to apply as well as for employee referrals.
- Bustos Media ran several national ads on the radio. We had several applicants interviewed by Ricky Tatum and Steve Hamilton.
- The stations EEO policies have been communicated to employees and job applicants through notices placed in the break room, employee manual, statement in employment adds, and statement on website. Personnel involved: Alma Garcia and Steve Hamilton.

- Bustos Media has an active internship program with Ohio Center for Broadcasting Colorado Campus. Bustos Media realizes the important role an internship program plays in introducing new and diverse voices not only to our broadcast communities, but to the broader landscape of public radio. Internship program guidelines attached. Personal involved : Steve Hamilton and Alma Garcia.
- Bustos Media participated in the Jobing Dot Com Job Fair on November 18, 2009. The Job fair was held at the Colorado Convention Center, Down Town Denver from 2:00 pm to 6:00 pm. Personal involved Steve Hamilton and Alma Garcia.