**Townsquare Media of Ft. Collins, Inc.**

 **KUAD – KTRR – KMAX – KKPL**

**Equal Employment Opportunity Public File Report**

 **R*eport Dates: December 1, 2012 – November 30, 2013***

**I. POSITIONS FILLED DURING THE REPORTING PERIOD**

|  |  |  |
| --- | --- | --- |
| **Job Title** | **Sources Used to Fill Position***(Numbers Correspond to the Recruitment Source List in Part II)* | **Source Referring Hiree** |
| Digital Sales Manager (DSM)Rick Vomacka | 1-11; 20; 25; 29; 32; 36; 41; 45  | 45 |
| Regional Account Executive Andy Juett | CORPORATE HIRE | CORPORATE HIRE |
| Account ExecutiveTodd Hotra | 1-11; 29 | 31, (Previous TSM Employee) |
| Promotions DirectorAli Hammond | 1-11; 20; 32; 46 | 32 |
| Market ManagerPat Kelley | CORPORATE HIRE | CORPORATE HIRE |
| Account ExecutiveKelly Madson | 1-11; 29  | 29 |
| Regional Account ExecutiveLiz Luja | 1-11; 25; 29  | 31 |
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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** | Urban League of Metro Denver2015 York Street Denver, CO 80205Vince Richmond | N |  |
| **2** | Mi Casa Resource Center for Women360 N Acoma Street Denver, CO 80223Barbara Cowerthwaite | N |  |
| **3** | Rodarte Center651 10th Ave Greeley, CO 80631Rueben Flores | N |  |
| **4** | Asian-Pacific American Student ServicesReagan.Le@ColoState.edu212 Lory Student Center Fort Collins, CO 80523 Linda Ahuna | Y |  |
| **5** | Service De La Raza4058 Tejon Denver, CO 80211Lorenzo | N |  |
| **6** | Black Student Center204 Lory Student Center CSUFort Collins, CO 80523Jennifer Williams | N |  |
| **7** | Caesar Chavez Cultural Center1410 20th Street Greeley, CO 80639Sonya Machhuca | N |  |
| **8** | Native American Student ServicesTeresa.roybal@colostate.edu218 Lory Student Center CSUFort Collins, CO 80523Ty Smith | Y |  |
| **9** | El Centro Student Services178 Lory Student Center CSUFort Collins, CO 80523Lupe Salazar | N |  |
| **10** | Education and Life Training Center401 Linden Street Fort Collins, CO 80524Ramona Lyman | Y |  |
| **11** | Ohio/Illinois Centers for Broadcasting9885 Rockside Road, Ste 160Valley View, OH 44125Gary James | Y |  |
| **12** | Marcus Garvey CenterUNC Oyibo Afoaku | N |  |
| **13** | Aims Community CollegeCareer AdvanceWebsite Service[www.myinterfase.com/aimscc/employer](http://www.myinterfase.com/aimscc/employer) | N |  |
| **14** | Manpower1817 Carey Ave Cheyenne, WY 82001 | N |  |
| **15** | Labor Ready1414 Logan Ave Cheyenne, WY 82001 | N |  |
| **16** | Kelly Services2220 Dell Range Blvd. Suite 100Cheyenne, WY 82001 | N |  |
| **17** | Express Services2205 E Pershing BlvdCheyenne, WY 82001 | N |  |
| **18** | Cheyenne Employment Center1510 E Pershing BlvdCheyenne, WY 82001 | N |  |
| **19** | Wyoming New Hire2020 Carey Ave Cheyenne, WY 82001 | N |  |
| **20** | Northern Colorado Help Wanted.comWebsite Service[www.northerncoloradohelpwanted.com](http://www.northerncoloradohelpwanted.com) | N | **1** |
| **21** | Fort Collins ColoradoanClassified Ad970-493-6397 | N |  |
| **22** | Greeley TribuneClassified Ad970-352-6510 | N |  |
| **23** | Loveland Reporter HeraldClassified Ad1-800-216-0680 | N |  |
| **24** | Wyoming Tribune EagleClassified Ad1-307-266-0500 | N |  |
| **25** | Jeff CappassoOn-Air SpotKUAD – KTRR – KMAX – KKPL-KARS | N | **1** |
| **26** | Radio InkClassified Ad1-561-655-8779 | N |  |
| **27** | Radio Advertising BureauClassified Ad1-800-988-5158 | N |  |
| **28** | All Access.comWebsite Service[www.allaccess.com](http://www.allaccess.com) | N |  |
| **29** | Townsquare Media – Website Listing on [www.k99.com](http://www.k99.com), [www.tri1025.com](http://www.tri1025.com), [www.999thepoint.com](http://www.999thepoint.com), [www.943maxfm.com](http://www.943maxfm.com)  | N | **3** |
| **30** | Radio-Info.comWebsite Service[www.radio-info.com](http://www.radio-info.com) | N |  |
| **31** | Walk-ins/Call-ins/Referral | N | **7** |
| **32** | Promoted within Company | N | **1** |
| **33** | Ohio Center For Broadcasting – Colorado Campus1310 Wadsworth Blvd., Ste 100Lakewood, CO 80214(303) 937-7070 | Y |  |
| **34** | Fort Collins ColoradoanWebsite ServiceCareer Builder.com[www.careerbuilder.com](http://www.careerbuilder.com) | N |  |
| **35** | Society Broadcast EngineersWebsite Service[www.sbe.org/career\_jobsonline.php](http://www.sbe.org/career_jobsonline.php) | N |  |
| **36** | Craig's List[www.craigslist.com](http://www.craigslist.com)  |  |  |
| **37** | Colorado State UniversityJobs Online ServiceWebsite Service<http://career.colostate.edu> | N |  |
| **38** | Cheyenne Tribune Eagle702 W Lincoln WayCheyenne, WY 82001 | N |  |
| **39** | Casper Star TribunePO Box 80Casper, WY 82602 | N |  |
| **40** | Inside RadioWebsite Service[www.insideradio.com](http://www.insideradio.com) | N |  |
| **41** | National Alliance of State Broadcasters Associations (NASBA)Website Service[www.careerpage.org](http://www.careerpage.org) | N |  |
| **42** | FacebookWebsite Service[www.facebook.com](http://www.facebook.com)  | N |  |
| **43** | TwitterWebsite Service[www.twitter.com](http://www.twitter.com)  | N |  |
| **44** | TV and Radio Jobs.comWebsite Service[www.tvandradiojobs.com](http://www.tvandradiojobs.com) | N |  |
| **45** | Indeed.comWebsite Service[www.indeed.com](http://www.indeed.com)  | N | **2** |
| **46** | Jobvite.comWebsite Service[www.jobvite.com](http://www.jobvite.com) | N |  |
| **TOTAL INTERVIEWEES DURING 12-MONTH PERIOD** | **15** |

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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 January 7th, 2013 Townsquare Media participated in CSU’s Spring Job Fair. Caitlin Youngs represented the Promotions Dept., Carol Bennis represented the Events Dept., Adam Porter represented the Interactive Dept., and Christina Hernandez represented the Sales Dept. and all discussed potential careers in the radio industry. Resumes were collected for internship opportunities.  |
| **2** | **Job Fair** | On November 15th, 2013 Townsqauare Media (KUAD, KTRR, KMAX, and KKPL) participated in a CBA Broadcasters’ Virtual Job Fair. Pat Kelley, Market Manager represented Townsquare Media and potential careers in the radio industry were discussed. |
| **3** | **Job Fair** |  |
|  | **Career Fair** |  |
| **4** | **Internship program** | Carol Bennis, Live Events Manager, hired 2 interns for a Summer Internship, Michelle Reyes and Emily Connors, in the Live Events Department. |
| **5** | **Internship program** | Adam Porter, Digital Managing Editor, hired 2 interns, Marcus Moritz from the CSU Job Fair, and Brianna Savino from the station website, for an internship in the Digital Content Department. |
| **6** | **Activity Designed to Disseminate Information about Broadcast Opportunities** | On January 21st, 2013 Joshua Kukus, Promotions Assistant, gave a tour of the studios in Windsor, CO to Windmill Child Enrichment Center. The tour last about an hour. Approximately 9 kids and adults attended. |
| **7** | **Activity Designed to Disseminate Information about Broadcast Opportunities** | On January 29th, 2013 Joshua Kukus, Promotions Assistant, gave a tour of the studios in Windsor, CO to a Cub Scout Pack 81. The tour lasted approximately 45 minutes. Approximately 9 kids and parents attended. |
| **8** | **Activity Designed to Disseminate Information about Broadcast Opportunities** | On February 12th, 2013 Joshua Kukus, Promotions Assistant, gave a tour of the studios in Windsor, CO to a Cub Scout Pack 183. The tour lasted approximately 30 minutes. Approximately 15 kids and parents attended. |
| **9** | **Activity Designed to Disseminate Information about Broadcast Opportunities** | On February 19th, 2013 Christina Hernandez, Sales Assistant, gave a tour of the studios in Windsor, CO to a Boy Scout Troop 41. The tour lasted approximately 60 minutes. Approximately 22 kids and adults attended. |
| **10** | **Activity Designed to Disseminate Information about Broadcast Opportunities** | On February 21st, 2013 Joshua Kukus, Promotions Assistant, gave a tour of the studios in Windsor, CO to the Young People’s Learning Center. The tour lasted approximately 40 minutes. Approximately 22 kids and adults attended. |
| **11** | **Activity Designed to Disseminate Information about Broadcast Opportunities** | On February 25th, 2013 Joshua Kukus, Promotions Assistant, gave a tour to a Cub Scouts Pack 10. The tour lasted approximately 35 minutes and approximately 10 children and adults attended. |
| **12** | **Activity Designed to Disseminate Information about Broadcast Opportunities** | On March 18th, 2013 Joshua Kukus, Promotions Assistant, gave a tour of the Windsor studios to Severance Pack 602. The tour lasted approximately 50 minutes and 9 children and adults were in attendance. |
| **13** | **Activity Designed to Disseminate Information about Broadcast Opportunities** | On August 27th, 2013 Joshua Kukus, Promotions Assistant, gave a tour of the Windsor studios to Cub Scouts Pack 202. The tour lasted approximately 45 minutes and 5 children and 2 adults were in attendance. |
| **14** | **Activity Designed to Disseminate Information about Broadcast Opportunities** | On November 18th, 2013 Bryan Bean, On Air Host KKPL, gave a tour of the Windsor studios to the CSU Journalism Dept./Radio Workshop. The tour lasted approximately 60 minutes and 10 people were in attendance. |