**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 Executive  Todd Hotra | 1-11; 29 | 31, (Previous TSM Employee) |
| Promotions Director  Ali Hammond | 1-11; 20; 32; 46 | 32 |
| Market Manager  Pat Kelley | CORPORATE HIRE | CORPORATE HIRE |
| Account Executive  Kelly Madson | 1-11; 29 | 29 |
| Regional Account Executive  Liz 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 Denver  2015 York Street  Denver, CO 80205  Vince Richmond | N |  |
| **2** | Mi Casa Resource Center for Women  360 N Acoma Street  Denver, CO 80223  Barbara Cowerthwaite | N |  |
| **3** | Rodarte Center  651 10th Ave  Greeley, CO 80631  Rueben Flores | N |  |
| **4** | Asian-Pacific American Student Services  Reagan.Le@ColoState.edu  212 Lory Student Center  Fort Collins, CO 80523  Linda Ahuna | Y |  |
| **5** | Service De La Raza  4058 Tejon  Denver, CO 80211  Lorenzo | N |  |
| **6** | Black Student Center  204 Lory Student Center CSU  Fort Collins, CO 80523  Jennifer Williams | N |  |
| **7** | Caesar Chavez Cultural Center  1410 20th Street  Greeley, CO 80639  Sonya Machhuca | N |  |
| **8** | Native American Student Services  [Teresa.roybal@colostate.edu](mailto:Teresa.roybal@colostate.edu)  218 Lory Student Center CSU  Fort Collins, CO 80523  Ty Smith | Y |  |
| **9** | El Centro Student Services  178 Lory Student Center CSU  Fort Collins, CO 80523  Lupe Salazar | N |  |
| **10** | Education and Life Training Center  401 Linden Street  Fort Collins, CO 80524  Ramona Lyman | Y |  |
| **11** | Ohio/Illinois Centers for Broadcasting  9885 Rockside Road, Ste 160  Valley View, OH 44125  Gary James | Y |  |
| **12** | Marcus Garvey Center  UNC  Oyibo Afoaku | N |  |
| **13** | Aims Community College  Career Advance  Website Service  [www.myinterfase.com/aimscc/employer](http://www.myinterfase.com/aimscc/employer) | N |  |
| **14** | Manpower  1817 Carey Ave Cheyenne, WY 82001 | N |  |
| **15** | Labor Ready  1414 Logan Ave Cheyenne, WY 82001 | N |  |
| **16** | Kelly Services  2220 Dell Range Blvd. Suite 100  Cheyenne, WY 82001 | N |  |
| **17** | Express Services  2205 E Pershing Blvd  Cheyenne, WY 82001 | N |  |
| **18** | Cheyenne Employment Center  1510 E Pershing Blvd  Cheyenne, WY 82001 | N |  |
| **19** | Wyoming New Hire  2020 Carey Ave Cheyenne, WY 82001 | N |  |
| **20** | Northern Colorado Help Wanted.com  Website Service  [www.northerncoloradohelpwanted.com](http://www.northerncoloradohelpwanted.com) | N | **1** |
| **21** | Fort Collins Coloradoan  Classified Ad  970-493-6397 | N |  |
| **22** | Greeley Tribune  Classified Ad  970-352-6510 | N |  |
| **23** | Loveland Reporter Herald  Classified Ad  1-800-216-0680 | N |  |
| **24** | Wyoming Tribune Eagle  Classified Ad  1-307-266-0500 | N |  |
| **25** | Jeff Cappasso  On-Air Spot  KUAD – KTRR – KMAX – KKPL-KARS | N | **1** |
| **26** | Radio Ink  Classified Ad  1-561-655-8779 | N |  |
| **27** | Radio Advertising Bureau  Classified Ad  1-800-988-5158 | N |  |
| **28** | All Access.com  Website 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.com  Website 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 Campus  1310 Wadsworth Blvd., Ste 100  Lakewood, CO 80214  (303) 937-7070 | Y |  |
| **34** | Fort Collins Coloradoan  Website Service  Career Builder.com  [www.careerbuilder.com](http://www.careerbuilder.com) | N |  |
| **35** | Society Broadcast Engineers  Website 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 University  Jobs Online Service  Website Service  <http://career.colostate.edu> | N |  |
| **38** | Cheyenne Tribune Eagle  702 W Lincoln Way  Cheyenne, WY 82001 | N |  |
| **39** | Casper Star Tribune  PO Box 80  Casper, WY 82602 | N |  |
| **40** | Inside Radio  Website 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** | Facebook  Website Service  [www.facebook.com](http://www.facebook.com) | N |  |
| **43** | Twitter  Website Service  [www.twitter.com](http://www.twitter.com) | N |  |
| **44** | TV and Radio Jobs.com  Website Service  [www.tvandradiojobs.com](http://www.tvandradiojobs.com) | N |  |
| **45** | Indeed.com  Website Service  [www.indeed.com](http://www.indeed.com) | N | **2** |
| **46** | Jobvite.com  Website 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. |