

KUAD – KTRR – KMAX – KKPL - KARS
Equal Employment Opportunity Public File Report
Report Dates: November 20, 2007 – November 19, 2008

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
Administrative Assistant – All Stations (Caitlin Youngs)	1-4,6,8,10-13	32
Account Executive – All Stations (Mariela DeSantiago) 1/28/08	1-4,6,8,10-13	32
Account Executive – All Stations (Kati Brandl) 2/11/2008	1-6, 8-13, 34	34
On Air Talent – KARS mornings (Gailen Sprague)	1-6,8-13,29	32
On Air Talent – KMAX mornings (Kenny Jones)	1-6,8-13,28-30	28
Account Executive – All stations (Amber Wermerskirchen) 3/24/08	1-6,8-14,25	21
Account Executive – All Stations (Jane Carranza) 5/12/2008	1-6, 8-14,25	32
Account Executive – All Stations (Dawn Paepke) 5/20/2008	1-6, 8-14,25	32
Account Executive – All Stations (Diane Wells) 6/30/2008	1-6, 8-14,25	32
Account Executive – All Stations (Joan Joseph) 9/15/2008	1-6, 8-14,25	32
Account Executive – All Stations (Jennifer Prall) 10/3/2008	1-6, 8-14	32
Account Executive – All Stations (Matt Reber) 10/8/2008	1-6, 8-14	32
Chief Engineer – All Stations (Kerry Richards) 11/10/2008	1-6, 8-14, 30, 35	35

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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	0
2	Urban League of Metro Denver 5900 East 39 th Ave Denver, CO 80207 Vince Richmond	N	0
3	Mi Casa Resource Center for Women 360 N Acoma Street Denver, CO 80223 Barbara Cowerthwaite	N	0
4	Rodarte Center 651 10 th Ave Greeley, CO 80631 Rueben Flores	N	0
5	Asian-Pacific American Student Services Reagan.Le@ColoState.edu 212 Lory Student Center Fort Collins, CO 80523 Linda Ahuna	Y	0
6	Service De La Raza 4058 Tejon Denver, CO 80211 Lorenzo	N	0
7	Aims Community College Career Advance www.myinterfase.com/aimsccemployer Website Service	N	0
8	Caesar Chavez Cultural Center 501 20 th Street Greeley, CO 80639 Sonya Machhuca	N	0
9	Native American Student Services	Y	0

	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	0
11	Marcus Garvey Center UNC Greeley, CO 80639 Oyibo Afoaku	N	0
12	Black Student Center 204 Lory Student Center CSU Fort Collins, CO 80523 Jennifer Williams	N	0
13	Education and Life Training Center 401 Linden Street Fort Collins, CO 80524 Ramona Lyman	Y	0
14	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 Gary James	Y	0
15	Manpower 1817 Carey Ave Cheyenne, WY 82001	N	0
16	Labor Ready 1414 Logan Ave Cheyenne, WY 82001	N	0
17	Kelly Services 2220 Dell Range Blvd. Suite 100 Cheyenne, WY 82001	N	0
18	Express Services 2205 E Pershing Blvd Cheyenne, WY 82001	N	0
19	Cheyenne Employment Center 1510 E Pershing Blvd Cheyenne, WY 82001	N	0
20	Wyoming New Hire 2020 Carey Ave Cheyenne, WY 82001	N	0
21	Northern Colorado Help Wanted.com Website Service	N	0
22	Fort Collins Coloradoan Classified Ad 970-493-6397	N	0
23	Greeley Tribune Classified Ad	N	0

	970-352-6510		
24	Loveland Reporter Herald Classified Ad 1-800-216-0680	N	0
25	Wyoming Tribune Eagle Classified Ad 1-307-266-0500	N	0
26	Jeff Cappasso On-Air Spot KUAD – KTRR – KKQZ – KKPL-KARS	N	0
27	Radio Ink Classified Ad 1-561-655-8779	N	0
28	Radio Advertising Bureau Classified Ad 1-800-988-5158	N	0
29	All Access.com	N	1
30	Regent Communications – Company wide listing	N	4
31	Radio-Info.com	N	0
32	Walk-ins/Call-ins/Referral	N	13
33	Ohio Center For Broadcasting – Colorado Campus 1310 Wadsworth Blvd., Ste 100 Lakewood, CO 80214 (303) 937-7070	Y	
34	Fort Collins Coloradoan Career Builder.com Website Service	N	1
35	Society Broadcast Engineers www.sbe.org/career_jobsonline.php	N	1
36	Colorado State University Jobs online service http://career.colostate.edu Website Service	N	2
37	Cheyenne Tribune Eagle 702 W Lincoln Way Cheyenne, WY 82001	N	0
38	Casper Star Tribune PO Box 80 Casper, WY 82602	N	0
39	Inside Radio Website Service	N	2
TOTAL INTERVIEWEES DURING 12-MONTH PERIOD			24

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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	Participated in the Colorado State University Spring Career Fair on February 6, 2008 at the Career Center. Ed Benks, General Sales Manager and Shelley Heier, Promotions Director and Ted Rose, Program Director for KMAX talked with attendees a . They collected resumes for sales and internship program.
2	Job Fair	Participated in the University of Northern Colorado Job and Internship Fair on February 28, 2008 at UNC Career Services. Miles Schallert, Director of Sales and Shelley Heier, Promotions Director spoke with students about job and internship opportunities with Regent. Resumes were collected.
3	Job Fair	Participated in Colorado State University Fall Career Fair on September 17, 2008 at Lory Student Center in Fort Collins, CO. Chris Cannon, Promotions Assistant set up the booth. Shelley Heier, Promotions Director, Ed Benks, General Sales Manager and Ted Rose, on-air personality and program director, 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 7, 2008 at the University Center Ballroom. Josh Kukus, Sales Assistant set up the booth. Shelley Heier, Promotions Director and Miles Schallert, Director of Sales, and Ted Rose, On-Air Personality and program director, spoke with students on Job and Internship opportunities with Regent. Resumes were collected.
5	Internship program	Hired three interns from UNC career fair and UNC journalism class for a Spring internship program (1/14/08-5/9/08), hired one of the interns from the UNC journalism class as a part time employee.
6	Internship program	Hired eleven interns from UNC and CSU job fair, UNC journalism class and past inter for Summer

		2008 (5/8/08-8/22/2008), hired one of the interns from the UNC job fair as a part time employee.
7	Internship program	Hired two interns from Ohio Center for Broadcasting, and UNC Communications Class Presentation for Fall 2008. (11/7/08-Open)
8	Event Sponsored by Educational Institution	On February 6, 2008, Promotions Director Shelley Heier spoke to a UNC journalism class in Greeley, CO about careers in broadcasting and internship opportunities. Approximately 20 students attended.
9	Event Sponsored by Educational Institution	On March 14, 2008, Charley Barnes, On-air talent KMAX and KUAD spoke at Maplewood Middle School in Greeley, CO Career Fair. Charley spoke about career opportunities in radio; training required and answered students' questions. There were about 35 kids present.
10	Event Sponsored by Educational Institution	On March 13, 2008, Brian Gary, morning show KUAD spoke to Platte Valley Youth Services GED graduating class in Greeley, Co. Brian spoke about education that is required for broadcasting and opportunities of having a GED will be available in broadcasting. There were about approximately 20 kids and family present.
11	Event Sponsored by Educational Institution	On November 3, 2008, Promotions Director, Shelley Heier, spoke to a UNC Communications & Journalism class in Greeley, CO about careers in broadcasting and internship opportunities. Approximately 26 students attended.
12	Activity Designed to Disseminate Information about Broadcast Opportunities	On January 9, 2008, Josh Kukus, promotions assistant gave a tour of the studios in Windsor, CO to the Cub Scouts from Pack # 285 in Fort Collins. Approximately 10 kids attended.
13	Activity Designed to Disseminate Information about Broadcast Opportunities	On February 5, 2008, Josh Kukus, promotions assistant gave a tour of the studios in Windsor, CO to the Cub Scouts from Den 2, Pack # 245 in Fort Collins. Approximately 10 kids attended..
14	Activity Designed to Disseminate Information about Broadcast Opportunities	On February 7, 2008, Josh Kukus, promotions assistant gave a tour of the studios in Fort Collins, CO to the BSA Pack # 92 in Fort Collins. Approximately 15 kids attended.
15	Activity Designed to Disseminate Information about Broadcast Opportunities	On October 28, 2008, Josh Kukus, promotions assistant gave a tour of the studios in Windsor, CO to the BSA Troop # 620 in Fort Collins. Approximately 12 kids attended.