

**KBVC, KVRH-AM, KVRH-FM, KWUZ**  
**EEO PUBLIC FILE REPORT**  
**December 3, 2012 - November 23, 2014**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Anchor/Reporter	1-5, 7-9	9
Account Manager	2-4, 6, 8	6
General Manager	1-5, 7-8	8
Account Executive	6	6
Account Executive	6	6
Account Executive	6	6
Morning Show/Sport Director	1, 10-11	1
Morning Show/Sport Director	1, 10-11	10

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access 28955 Pacific Coast Highway Ste 210 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Career Services Manual Posting	N	2
2	Colorado Workforce 448 E 1st Street Suite 201 Salida, Colorado 81201 Phone : 719-530.5980 Url : <a href="http://www.connectingcolorado.com">http://www.connectingcolorado.com</a> Debbie Jordan Manual Posting	N	0
3	Colorado Workforce Center 141 East 3rd Street Salida , Colorado 81201 Christy Carothers Manual Posting	N	0
4	Heart of the Rockies Radio 7600 CR 120 Salida, Colorado 81201 Phone : 719-539-2575 Url : <a href="http://www.kvrh.com">http://www.kvrh.com</a> Gary Buchanan Manual Posting	N	0
5	Ohio Center for Broadcasting 404 S Upham St Lakewood, Colorado 80226 Phone : 303-937-7070 Url : <a href="http://www.beonair.com/">http://www.beonair.com/</a> Career Services Manual Posting	N	0
6	Station On-Air Advertisement Ron Gates	N	5
7	The Mountain Mail 125 East Second St. Salida, Colorado 81201 Phone : 719-539-6694 Url : <a href="http://www.themountainmail.com/">http://www.themountainmail.com/</a> Vicky Sue Vigil Manual Posting	N	0

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8	Three Eagles Communications 4630 Antelope Creek Road Lincoln, Nebraska 68506 Phone : 402-466-1234 Url : <a href="http://www.threeeagles.com/">http://www.threeeagles.com/</a> Career Services Manual Posting	N	1
9	Walk In Ron Gates	N	1
10	Walk In/Self-Referral	N	1
11	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>11</b>

**KBVC, KVRH-AM, KVRH-FM, KWUZ****EEO PUBLIC FILE REPORT****December 3, 2012 - November 23, 2014****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	4/1/2013	Establishment of an intern program designed to assist members of the community	KVRH AM&FM, KBVC and KWUZ sent a letter to Salida High School Guidance Counselors Office and also to Colorado Mountain College. In the letter we asked if there was anyone interested in learning about the broadcast industry. We asked if anyone was interested in an Internship at Heart of the Rockies Radio. Avery Martinez joined in late August just before he started his Senior Year at Salida High School. He is getting credit for doing our Mid Day show on 92.3/103 FM the PEAK. Addition for 2014: We have sent information to the School that if there is any interested Student, who would like to participate as an intern, that is available. He became a Paid intern in 2014 and did receive Academic Credit for participating. He also wrote and produced a radio play that we aired on KVRH - AM.	1	Announcer/Board Operator	1.00
2	11/22/2014	Participation in scholarship programs	Miah T Wilson Beneficiary Scholarship at Salida High School. Henry M Montoya Custodian. It is a Scholarship that is available through the Counselors Office if any student is interested.	0		1.00
3	11/22/2014	Participation in job banks, internet programs and other programs designed to promote outreach	We do send information to The Colorado Workforce Center Salida Office when there is an opening.	0		1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>3.00</b>