

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period of November 21, 2008 – November 20, 2009.

- 1) Employment Unit Location/Name: Denver, CO (KBNO / KAVA / KXRE)
- 2) Unit Members (List all station call signs and communicates of license):
 - KBNO-AM, Denver, CO
 - KAVA-AM, Pueblo, CO
 - KXRE-AM, Manitou Springs, CO

3) EEO Contact Information for Employment Unit:

Mailing Address:	Telephone Number:
KBNO Radio	303-733-5266
600 Grant Street, Suite 600	Contact Person:
Denver, CO 80203	Tony Ferrufino
	E-mail Address:
	Tony@kbno.net

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit

Job Title	Recruitment Source Referring Hiree
Receptionist	KBNO Radio advertisement
Production Manager	Internal
Production Manager	KBNO Website
Account Executive	Internal
Marketing Director	Denver Hispanic Chamber of Commerce
Account Executive	Denver Hispanic Chamber of Commerce

Account Executive	La Voz Advertisement
On-Air Personality	KBNO Website
Receptionist	Internal
On-Air Personality	Internal
On-Air Personality	Internal
On-Air Personality	KBNO Website
On-Air Personality	Internal

Stations KBNO / KXRE / KAVA are Equal Opportunity Employers.

5) Job Title: Receptionist Referral Source(s) of Hiree: KBNO Radio advertisement

Name of organization	Address	Telephone	Did Recruitment Source Request Notification?
KBNO Radio	www.radioquebueno.com	303-733-5266	Yes

5) Job Title: Production Manager Referral Source(s) of Hiree: Internal

Name of organization	Address	Telephone	Did Recruitment Source Request Notification?
KBNO Radio	www.radioquebueno.com	303-733-5266	Yes

5) Job Title: Production Manager Referral Source(s) of Hiree: KBNO Website

Name of organization	Address	Telephone	Did Recruitment Source Request Notification?
KBNO Radio	www.radioquebueno.com	303-733-5266	Yes
Ohio School of Broadcasting	1310 Wadsworth Blvd	303-937-7070	Yes
La Voz Newspaper	475 Tejon Street #202	303-936-8556	No

5) Job Title: Account Executive Referral Source(s) of Hiree: Internal

Name of organization	Address	Telephone	Did Recruitment Source Request Notification?
KBNO Radio	www.radioquebueno.com	303-733-5266	Yes

5) Job Title: Marketing Director Referral Source(s) of Hiree: Denver Hispanic Chamber

Name of organization	Address	Telephone	Did Recruitment Source Request Notification?
Denver Hispanic Chamber	www.dhcc.org	303-534-7783	Yes

5) Job Title: Account Executive Referral Source(s) of Hiree: Denver Hispanic Chamber

Name of organization	Address	Telephone	Did Recruitment Source Request Notification?
Denver Hispanic Chamber	www.dhcc.org	303-534-7783	Yes
La Voz Newspaper	475 Tejon Street #202	303-936-8556	No

5) Job Title: Account Executive

Referral Source(s) of Hiree: La Voz advertisement

Name of organization	Address	Telephone	Did Recruitment Source Request Notification?
KBNO Radio	www.radioquebueno.com	303-733-5266	Yes
La Voz Newspaper	475 Tejon Street #202	303-936-8556	No
Denver Hispanic Chamber	www.dhcc.org	303-534-7783	Yes

5) Job Title: On-Air Personality

Referral Source(s) of Hiree: KBNO Website

Name of organization	Address	Telephone	Did Recruitment Source Request Notification?
KBNO Radio	www.radioquebueno.com	303-733-5266	Yes
La Voz Newspaper	475 Tejon Street #202	303-936-8556	No
Ohio School of Broadcasting	1310 Wadsworth Blvd	303-937-7070	Yes

5) Job Title: Receptionist

Referral Source(s) of Hiree: Internal

Name of organization	Address	Telephone	Did Recruitment Source Request Notification?
KBNO Radio	www.radioquebueno.com	303-733-5266	Yes

5) Job Title: On-Air Personality

Referral Source(s) of Hiree: Internal

Name of organization	Address	Telephone	Did Recruitment Source Request Notification?
KBNO Radio	www.radioquebueno.com	303-733-5266	Yes
Ohio School of Broadcasting	1310 Wadsworth Blvd	303-937-7070	Yes

5) Job Title: On-Air Personality

Referral Source(s) of Hiree: Internal

Name of organization	Address	Telephone	Did Recruitment Source Request Notification?
KBNO Radio	www.radioquebueno.com	303-733-5266	Yes

5) Job Title: On-Air Personality

Referral Source(s) of Hiree: KBNO Website

Name of organization	Address	Telephone	Did Recruitment Source Request Notification?
KBNO Radio	www.radioquebueno.com	303-733-5266	Yes
La Voz Newspaper	475 Tejon Street #202	303-936-8556	No
Denver Hispanic Chamber	www.dhcc.org	303-534-7783	Yes

5) Job Title: On-Air Personality

Referral Source(s) of Hiree: Internal

Name of organization	Address	Telephone	Did Recruitment Source Request Notification?
Ohio School of Broadcasting	1310 Wadsworth Blvd	303-937-7070	Yes
KBNO Radio	www.radioquebueno.com	303-733-5266	Yes

6) Total # of Interviewees: For the period of November 21, 2008 to November 20, 2009, this Employment Unit interviewed 45 Interviewees for full time job vacancies.

a) Job Fairs

Description of Supplemental Recruitment Measures:	Date:	Personnel Involved:
None this year		

b) General Outreach Efforts

Description of Supplemental Recruitment Measures:	Date:	Personnel Involved:
1) KBNO / KXRE / KAVA have made significant contributions to the KBNO Website (www.radioquebueno.com) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Ongoing	Positions posted by Operations Manager for every job vacancy.
2) KBNO Radio also announces all full time vacancies on-air.	Ongoing	Positions posted by Operations Manager for every job vacancy.