

EEO PUBLIC FILE REPORT

FOR

KRDO-FM, KRDO(AM), KRDO-TV

This EEO Public File Report
Covers the One-Year Period
Ending on November 30, 2019

Pikes Peak Television & Radio LLC

2019 EEO Public File Report

Station: KRDO News Channel 13 & KRDO News Radio 105.5FM 1240AM

Reporting period: December 1, 2018 – November 30, 2019

1. Full time jobs filled during the reporting period:

Account Executive – TV	FILLED: 3/19/19
Anchor/MMJ	FILLED: 4/22/19; 5/16/19
Anchor (Radio News)	FILLED: 3/4/19; 5/19/19
Associate Producer	FILLED: 3/12/19
Board Operator Producer (Radio)	FILLED: 3/12/19
Broadcast Engineer	FILLED: 4/22/19
Chief Meteorologist	FILLED: 12/5/18
Digital Content Producer/MMJ	FILLED: 5/21/19
Director of Sales	FILLED: 11/18/19
Executive Producer	FILLED: 8/9/19; 10/21/19
Format Specialist	FILLED: 4/4/19
Local Sales Assistant	FILLED: 1/21/19
Local Sales Manager	FILLED: 2/14/19mmmm
Master Control Operator	FILLED: 1/3/19; 10/23/19
Media Coordinator	FILLED: 1/30/19
Meteorologist/MMJ	FILLED: 1/8/19
Multimedia Journalist	FILLED: 4/24/19; 5/23/19
National Sales Assistant	FILLED: 1/18/19
New Business Account Executive Radio	FILLED: 1/31/19; 3/15/19; 7/2/19
New Business Account Executive TV	FILLED: 5/22/19; 7/1/19; 10/29/19
News Director	FILLED: 6/19/19
Producer	FILLED: 4/12/19; 5/14/19; 6/13/19; 8/1/19
Technical Director	FILED: 9/19/19
Videographer	FILLED: 12/28/18; 2/25/19; 6/13/19; 6/16/19
Weekend Anchor/MMJ	FILLED: 6/5/19

Weekend Sports Anchor

FILLED: 4/26/19

2. **List of all recruitment sources used to seek potential candidates:**

See attachment A.

None of the Stations Recruitment resources requested vacancy notifications.

3. **Recruitment source referrals for hired personnel:**

Advertised on Air (KRDO)

Employee Referral (our employee referred an external candidate)

Employee Self (current employee)

Indeed.com

Intelligent Employment Solutions

Intern Program

Job & Career Networking (number of sources including word of mouth)

KRDO.com

LinkedIn

Self-Search (external candidate did a search for a position and found our position)

STAATALENT.com

TVJOBS.com

4. **Total persons interviewed for fulltime positions:**

Account Executive – TV	1
Anchor/MMJ	3
Anchor (Radio News)	7
Associate Producer	2
Board Operator Producer (Radio)	2
Broadcast Engineer	3
Chief Meteorologist	2
Digital Content Producer/MMJ	4
Director of Sales	5
Executive Producer	5
Format Specialist	1
Local Sales Assistant	4
Local Sales Manager	1
Master Control Operator	4
Media Coordinator	1
Meteorologist/MMJ	1

Multimedia Journalist	6
National Sales Assistant	1
New Business Account Executive Radio	10
New Business Account Executive TV	4
News Director	4
Producer	7
Technical Director	3
Videographer	8
Weekend Anchor/MMJ	2
Weekend Sports Anchor	1
Total:	92

5. **Total number of interviewed persons referred by each source**
See attachment B.

6. **Outreach initiatives:**
Participated in three job fairs:

Pikes Peak Workforce Center “MVEE” Job Fair – May 29, 2019 (Military Veterans Employment Expo) Marion Strother, HR Coordinator and Mike Lewis Radio News Director

Pikes Peak Workforce Center Job Fair – April 17, 2019 (Colorado Springs, 2019 Spring Adult Job Fair) Marion Strother, HR Coordinator
Pikes Peak Workforce Center
Colorado Springs Event Center

BROADCASTERS CAREER FAIR – November 13, 2019
COLORADO BROADCASTERS ASSOCIATION, Marion Strother, HR Coordinator
Embassy Suites Hotel, Colorado Springs

Mount Carmel Veteran Service Center (Veteran’s Assistance Program, to support veterans in job search and placement).

Posted TV and Radio position in their listings.

Sponsored News Launch event on March 19, 2019 at Mt Carmel Event Center – Community Veterans and Community Outreach, Jo Anne Rowley, Radio Sales Manager, and Frederick Event announcing a new Radio show at our Radio Station. We also provided information regarding our Television and Radio Station and job availabilities for the Veteran community.

Internship program

Program designed to assist members of the community to acquire skills needed for broadcast employment.

2 interns from UCCS, participated in the 12 week unpaid summer internships. The Assistant News Director, Cinthia Davis participate and mentored the two of the interns for the TV News Producer Internships.

Educational Institutional Activities

University Of Missouri - Performed interviews at the University in their campus Career Center on April 9, 2019 for the Broadcasting/Journalism Department. Michael Fabac, Corporate Director of News & Marketing and Laura Clark, VP of Human Resources.

On November 9, 2019, management staff, Jo Anne Rowley, Sales Manager presented Senior High School students at Rampart High School, Avid Class regarding careers in Broadcasting and Administration.

Facility tours conducted by Daniel Benson, Promotions Manager for New Summit Charter Academy for the purpose of educating the elementary school children and their teachers on the workings of our stations and job opportunities available in both broadcasting for our Radio Station and TV Station on March 12, and 13, 2019.

JOB VACANCY SUMMARY FORM

JOB TITLE: Account Executive (TV Sales) DATE FILLED: 3/19/19

OF APPLICANTS: 3 # INTERVIEWED: 1

REFERRAL SOURCE OF HIREE: Indeed.com

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Indeed.com

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities: University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University	Website used https://joinhandshake.com/employers/		Online throughout US

JOB VACANCY SUMMARY FORM

JOB TITLE: Anchor/MMJ DATE FILLED: 4/22/19; 5/16/19

OF APPLICANTS: 28 # INTERVIEWED: 3

REFERRAL SOURCE OF HIREE: Employee Referral; self search

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Employee Referral; Indeed.com; Online & self search

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
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National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
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Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities:	Website used		Online throughout US
University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	https://joinhandshake.com/employers/	Colorado State Univ.	
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: Anchor (Radio News) DATE FILLED: 3/4/19; 5/19/19

OF APPLICANTS: 23 # INTERVIEWED: 7

REFERRAL SOURCE OF HIREE: Employee self

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Employee self; employee referral; Indeed.com; KRDO.com

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
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May post to all these Universities: University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	Website used https://joinhandshake.com/employers/	Colorado State Univ.	Online throughout US
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: Associate Producer DATE FILLED: 3/12/19

OF APPLICANTS: 45 # INTERVIEWED: 2

REFERRAL SOURCE OF HIREE: Indeed.com

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Indeed.com; KRDO.com

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities: University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	Website used https://joinhandshake.com/employers/		Online throughout US
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: Board Operator Producer (Radio) DATE FILLED: 3/12/19

OF APPLICANTS: 13 # INTERVIEWED: 2

REFERRAL SOURCE OF HIREE: Employee referral

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: CSU; Employee referral

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
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Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
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Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
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UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: Broadcast Engineer DATE FILLED: 4/22/19

OF APPLICANTS: 15 # INTERVIEWED: 3

REFERRAL SOURCE OF HIREE: KRDO.com

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Indeed.com; KRDO.com

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
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UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: Chief Meteorologist DATE FILLED: 12/5/18

OF APPLICANTS: 29 # INTERVIEWED: 2

REFERRAL SOURCE OF HIREE: Intelligent Employment Solutions

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Employee referral; Intelligent Emp Solutions

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
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National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
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Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities: University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	Website used https://joinhandshake.com/employers/	Colorado State Univ.	Online throughout US
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: Digital Content Procuder DATE FILLED: 5/21/19

OF APPLICANTS: 15 # INTERVIEWED: 4

REFERRAL SOURCE OF HIREE: KRDO.com

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Employee Referral; KRDO.com; NPGCO.com
Recruitment Trip USA

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities:	Website used		Online throughout US
University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western colorado University (Gunnison) Colordo Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	https://joinhandshake.com/employers/	Colorado State Univ.	
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: Director of Sales DATE FILLED: 11/18/19

OF APPLICANTS: 16 # INTERVIEWED: 5

REFERRAL SOURCE OF HIREE: Spots and Dots

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Friend; Indeed; Spots and Dots; TV Newscheck

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities: University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University	Website used https://joinhandshake.com/employers/		Online throughout US

JOB VACANCY SUMMARY FORM

JOB TITLE: Executive Producer DATE FILLED: 8/9/19; 10/21/19

OF APPLICANTS: 17 # INTERVIEWED: 5

REFERRAL SOURCE OF HIRER: Indeed.com, KRDO.com

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Indeed.com; KRDO.com; TVJobs.com

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities:	Website used		Online throughout US
University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	https://joinhandshake.com/employers/	Colorado State Univ.	
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: Format Specialist DATE FILLED: 4/4/19

OF APPLICANTS: 1 # INTERVIEWED: 1

REFERRAL SOURCE OF HIREE: Employee Self

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Employee self

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities:	Website used		Online throughout US
University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	https://joinhandshake.com/employers/	Colorado State Univ.	
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: Local Sales Assistant DATE FILLED: 1/21/19

OF APPLICANTS: 19 # INTERVIEWED: 4

REFERRAL SOURCE OF HIREE: Indeed.com

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Indeed.com; KRDO.com

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities: University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University	Website used https://joinhandshake.com/employers/		Online throughout US

JOB VACANCY SUMMARY FORM

JOB TITLE: Local Sales Manager DATE FILLED: 2/14/19

OF APPLICANTS: 8 # INTERVIEWED: 1

REFERRAL SOURCE OF HIREE: Employee self

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Employee Self

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities:	Website used		Online throughout US
University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	https://joinhandshake.com/employers/	Colorado State Univ.	
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: Master Control Operator DATE FILLED: 1/3/19; 10/23/19

OF APPLICANTS: 75 # INTERVIEWED: 4

REFERRAL SOURCE OF HIREE: KRDO.com; Employee referral

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Employee referral; Indeed.com; KRDO.com

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities: University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University	Website used https://joinhandshake.com/employers/		Online throughout US

JOB VACANCY SUMMARY FORM

JOB TITLE: Meteorologist-MMJ DATE FILLED: 1/8/19

OF APPLICANTS: 19 # INTERVIEWED: 1

REFERRAL SOURCE OF HIREE: TVJOBS.com

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: TVJobs.com

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
Post to all these Universities: University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ,		https://joinhandshake.com/employers/	Online throughout US
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: Multimedia Journalist DATE FILLED: 4/24/19; 5/23/19

OF APPLICANTS: 85 # INTERVIEWED: 6

REFERRAL SOURCE OF HIREE: Indeed.com; TVjobs.com

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Employee referral; Indeed.com; Jouranlism Jobs.com; Magid Talent; TVJobs.com

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities: University of Northern Colorado University of Denver University of Colorad Boulder Colorado State University (Pueblo) Western colorado University (Gunnison) Colordo Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorad Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	Website used https://joinhandshake.com/employers/	Colorado State Uinv.	Online throughout US
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: National Sales Assistant DATE FILLED: 1/18/19

OF APPLICANTS: 1 # INTERVIEWED: 1

REFERRAL SOURCE OF HIREE: Employee Referral

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Employee Referral

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities:	Website used		Online throughout US
University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	https://joinhandshake.com/employers/	Colorado State Univ.	
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: New Business Account Executive - Radio DATE FILLED: 1/3/19; 3/15/19; 7/2/19

OF APPLICANTS: 14 # INTERVIEWED: 10

REFERRAL SOURCE OF HIREE: Indeed.com; Job and Career Networking

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Broadcast Media; Unknown; Employee Referral; Google; Ex-Employee; Indeed.com; Job & Career Nework; Mt Carmel; Univ. of CO

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities: University of Northern Colorado University of Denver University of Colorad Boulder Colorado State University (Pueblo) Western colorado University (Gunnison) Colordo Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorad Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	Website used https://joinhandshake.com/employers/		Online throughout US
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: New Business Account Executive - TV DATE FILLED: 5/22/19; 7/1/19; 10/29/19

OF APPLICANTS: 11 # INTERVIEWED: 4

REFERRAL SOURCE OF HIREE: KRDO.com; Intern Program; Indeed.com

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Employee Referral; Indded.com; Intern Program; KRDO.com

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naaccpos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities: University of Northern Colorado University of Denver University of Colorad Boulder Colorado State University (Pueblo) Western colorado University (Gunnison) Colordo Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorad Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	Website used https://joinhandshake.com/employers/		Online throughout US
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: News Director DATE FILLED: 6/19/19

OF APPLICANTS: 34 # INTERVIEWED: 4

REFERRAL SOURCE OF HIREE: Linkedin.com

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: KRDO.com; LinkedIn.com; Rick Gerver

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities:	Website used		Online throughout US
University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	https://joinhandshake.com/employers/	Colorado State Univ.	
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: Producer DATE FILLED: 4/12/19; 5/14/19; 6/13/19; 8/1/19

OF APPLICANTS: 23 # INTERVIEWED: 7

REFERRAL SOURCE OF HIREE: KRDO.com, Employee Referral

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Employee Referral; Indeed.com; KRDO.com

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities: University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.	Website used https://joinhandshake.com/employers/		Online throughout US
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255

JOB VACANCY SUMMARY FORM

JOB TITLE: Technical Director DATE FILLED: 9/19/19

OF APPLICANTS: 3 # INTERVIEWED: 3

REFERRAL SOURCE OF HIREE: Employee self

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Employee self; KRDO.com; Online & Self search

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities: University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University	Website used https://joinhandshake.com/employers/		Online throughout US

JOB VACANCY SUMMARY FORM

JOB TITLE: Videographer DATE FILLED: 12/28/19;2/25/19; 6/13/19;6/16/19

OF APPLICANTS: 80 # INTERVIEWED: 8

REFERRAL SOURCE OF HIREE: Advertised on Air; Tvjobs.com; Indeed.com; Employee self

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Ad on TV/Radio; Employee Self; Indeed.com; KRDO.com; TVJobs.com

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc.	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
https://www.tessacs.org/employment/tessacs.org/employment/			
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities:	Website used		Online throughout US
University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University	https://joinhandshake.com/employers/		

JOB VACANCY SUMMARY FORM

JOB TITLE: Weekend Anchor/MMJ DATE FILLED: 6/5/19

OF APPLICANTS: 40 # INTERVIEWED: 2

REFERRAL SOURCE OF HIREE: KRDO.com

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: KRDO.com; Recruitment Trip USA

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities: University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University	Website used https://joinhandshake.com/employers/		Online throughout US

JOB VACANCY SUMMARY FORM

JOB TITLE: Weekend Sports Anchor DATE FILLED: 4/26/19

OF APPLICANTS: 74 # INTERVIEWED: 1

REFERRAL SOURCE OF HIREE: Staatalent.com

REFERRAL SOURCE OF INTERVIEWED CANDIDATE: Staatalent.com

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
Urban League		https://www.nuljobsnetwork.com/recruiters	719-634-1525
Women's Resource Agency, Inc. https://www.tessacs.org/employment/tessacs.org/employment/	Susan Kifer online	750 Citadel Dr E # 3128 Colorado Springs, Co 80909	719-471-3170
NAACP https://naacpcos.weebly.com/	Floyd Young online	1102 S 21st St Colorado Springs, Co 80904	719-475-7255 or 719-301-0726
Goodwill Industries Career Development Center Staffing Services	Gary Smith	17 North Spruce Colorado Springs, Co 80905	719-444-5029
Colorado Assoc of Black Journalists	Amani Ali https://www.nabj.org/ online	P O Box 48192 Denver, Co 80204	720-629-4068
Black Broadcasters Alliance		3474 William Penn Hwy. Pittsburgh, PA. 15235	412-829-0313 (fax)
Hispanic Bus. Council & Hispanic Chamber of Commerce	Joe Aldaz	PO Box 77002 Colorado Springs CO 80970	719-231-5353 (fax)
National Association of Hispanic Journalists	Michelle Vignoli	1000 National Press Building 529 N W 14th Street Washington, DC 20045-2100	202-662-7144 (fax)
National Hispanic Media Coalition	Claudia Flores	2514 S Grand Avenue Los Angeles, Ca 90007	213-746-1305 (fax)
Be on Air Broadcasting school	Mark	Placement.denver@beonair.com	
Pikes Peak Community College https://ppcc-csm.symplicity.com/	Mark	5675 Academy Blvd, Box C38 Colorado Springs, Co 80906	719-540-7144
May post to all these Universities: University of Northern Colorado University of Denver University of Colorado Boulder Colorado State University (Pueblo) Western Colorado University (Gunnison) Colorado Mesa University (Grand Junction) Colorado State University (fort Collins) Colorado College University of Missouri-Kansas City University of Colorado Boulder Regis University University of Wyoming Arizona State University	Website used https://joinhandshake.com/employers/		Online throughout US

Pages 2 & 3 for the Recruitment Sources for All job Vacancies

RECRUITMENT SOURCE	CONTACT PERSON	ADDRESS	PHONE #
University of Kansas Columbia College Chicago Columbia University Kansas State University Colorado State Univ.		Colorado State Univ.	
UCCS Career Services	Vanessa Ea Mark Hoffman	1420 Austin Bluffs Parkway Colorado Springs, Co 80933	719-262-3255
Western State College Career Services	Candice Clendenin	College Union, Room 102 Gunnison, Co 81231	970-943-7122
Remington College	Erik Beard	6050 Erin Park Dr. Colorado Springs, Co. 80918	719-532-1234
Pueblo Community College	Advising Career and Transfer	900 W Orman Avenue Pueblo, CO 81004	719-549-3030
Journalism			
Kansas State University Brown College	Linda Diehl Amber Luckie-Parks	100 Holtz Hall 1440 Northland Dr. Mendota Heights, MN. 55120	785-532-6506 651-905-3465
Broadcast Meteorology Program Mississippi State University	Mary Dean	P O Box 5448 Mississippi State, Ms 39762-5448	662-325-3915
Savannah College of Art & Design Career Planning and Placement	Emily Ortiz	P O Box 3146 Savannah, Ga 31402-3146	912-525-4653
The Art Institute of Pittsburgh	Katie Speers Career Services	420 Blvd of the Allies Pittsburgh, Pa 15219	412-263-6600 Ext 627
The Academy of Radio Broadcasting	Doreen Dunn	16052 Beach Blvd, Suite 263-N Huntington Beach, Ca 92647	714-842-0100
Trinity University	Yvonne Hinojosa	One Trinity Pl. #78 San Antonio, Tx 78212-7200	210-999-8321
Discovery: Job Network, Inc	Karen Leddy	8035 S Quebec Centennial, CO 80112	303-220-3384
National Assoc of Broadcasters NAB Broadcast Career Center		1771 N Street NW Washington, DC 20036-2891	202-429-5498
Ohio Center For Broadcasting	Mark Lillie	1310 Wadsworth Blvd., STE 10 Lakewood, Co. 80214	303-937-7070
Sheffield Institute of the Recording Arts	Lee Stein Bridge	13816 Sunnybrook Road Phoenix, Md 21131	410-628-7263
Recording Workshop		455 Massieville Road Chillicothe, OH 45601	
Society of Broadcast Engineers	Scott Jones	9102 N Meridian Street Indianapolis, In 46240	317-846-9000
Collegiate Broadcasters, Inc.	Will Robedee	UPS - Hershey Square Center 1152 Mae Street Hummelstown, PA 17036	713-348-2935
Career Focus/Volunteer Program Airman & Family Readiness Flight	Jeannie Lopez	6248 W Pine Loop USAF Academy, CO 80840	719-333-3168
Mt. Carmel Veteran Svc Ctr ahamilton@mtcarmelcenter.org		PO Box 85, C/S, CO 80901	816-267-0316
Tvjobs.com	Mark Holloway	P.O. Box 4116	760-754-8177
AMFM.COM		P O Box 4116 Oceanside, CA. 92052-4116	
Television Bureau of Advertising		3 E 54th Street New York, NY 10022-3108	

castingcallpro.com		Online	
allaccess.com		Online	
Colorado Broadcasters Assoc		Online	970-547-1388
Film & TV Pro - Mandy Crew USA	crew.mandy.com	Online gina@mandy.com	
Indeed.com		Online	
krdo.com		Online	
Medialine.com		Online	831-648-5200
News-Press & Gazette	NPG.com	Online	
PromaxDBA.org		Online	
SportscastingJobs.com		Online	
Linked-In.com		Online	
Meteorology Soc. Amer Met. Soc https://careercenter.ametsoc.org/	Lauren Flores	Online 727-497-6565 ext. 7112	
Rick Giver's	Rick Givers Rick@rickgivers.com	Online	
TV News Check		Online	
Marketing Ideanet 602 Communications	Graeme Newell	6839 Chater Hills Road Charlotte, NC 28277	704-532-1426
NATAS Office	Audrey Elling	2140 S. Ivanhoe St., Ste G3 Denver, CO 80222-5748	303-772-0916
The Gazette			719-444-0123
Electronic Media	Robbie Erhardt	740 N Rush Street Chicago, IL 60611	312-649-5385
Broadcasting Publications Broadcasting & Cable Magazine	Yuki Atsumi		866-258-1075
American Women in Radio and Television		8405 Greensboro Drive, Ste 80 McLean, VA 22102	703-506-3290
National Assoc of Black Journalists	Dan Honig	P O Box 161526 Altamonte Springs, FL. 32716	301-445-7100
Mediacasting.com Internet Marketing Services	Rob Cutter	P O Box 1736 Fond du Lac, Wi 54936-1736	920-926-9620
Journalismjobs.com		4515 Willard Ave, Ste 1708 So Chevy Chase, MD 20815	510-524-2007
Spots-N-Dots SND Publishing LLC	Gene McKay ads@spotsndots.com	Online genemckay@comcast.com	
Pikes Peak Workforce Ctr. FeliciaBarbera@elpasoco.com		1675 Garden of the Gods Road Ste #1107 Colorado Springs, CO 80907	719-491-5868

5. Interview by Source 2019

ATTACHMENT B

JOB TITLE	Ad On TV & Radio	Broad-cast Media	CSU	Unknown	EE Self	EE Referral	Ex-Emp	Friend	Googel	Indeed.com	Intelligent Emp. Solution	Intern Program	Job & Carrer	Networking	Journalism Jobs.com	KRDO.Com	Linkin.com	Magid talent	MT Carmel	NPGCO.COM	Online & Self Search	Recruitment Trip ASU	Rick Gever	Spots & Dots	Staatalent.com	TV Jobs. Com	TV News Check	University of CO	Total per Job Title
ACCT EXEC TV										1																			1
ANCHOR/ MMJ					1					1										1									3
ANCHOR RADIO NEWS				2	2					1						2													7
ASSOCIATE PRODUCER										1						1													2
BOARD OP/PRODUCER-RADIO			1		1																								2
BROADCAST ENGINEER										2						1													3
CHIEF METEOROLOGIST					1						1																		2
DIGITAL CONTENT PROD					1											1				1		1							4
DIRECTOR OF SALES								1		1														2		1			5
EXECUTIVE PRODUCER										2						2										1			5
FORMAT SPEC					1																								1
LOCAL SALES ASSISTANT										3						1													4
LOCAL SALES MANAGER					1																								1
MASTER CONTROL OP.					1					1						2													4
MEDIA COORDINATOR																1													1
METEOROLOGIST/MMJ																										1			1
MULTIMEDIA JOURN.					1					2				1				1								1			6
NAT'L SALES ASSIST.					1																								1
NEW BUS ACCT EXEC RADIO		1		1	1	1		1	2				1						1								1		10
NEW BUS ACCT EXEC TV					1				1		1					1													4
NEWS DIRECTOR																1	2						1						4
PRODUCER					2					1						4													7
TECH DIRECTOR					1											1				1									3
VIDEOGRAPHER	1				1					4						1										1			8
W/E ANCHOR/ MMJ																1						1							2
W/E SPORTS ANCHOR																									1				1
																													0
																													0
Grand Total	1	1	1	1	6	13	1	1	1	23	1	1	1	1	1	20	2	1	1	1	2	2	1	2	1	4	1	1	92