

EEO PUBLIC FILE REPORT

For the reporting period of 12 / 1 / 10 through 11 / 30 / 11

This report covers the following station employment unit (SEU):

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
Bison Media, Inc.	KGFT-FM	Pueblo, CO	20579	n/a
Bison Media, Inc.	KBIQ-FM	Manitou Springs, CO	73073	n/a
Bison Media, Inc.	KZNT-AM	Colorado Springs, CO	70825	n/a

I. VACANCY LIST

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source (“RS”) that referred the person hired for each vacancy:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS’s Contacted to Fill Vacancy
1	Account Executive	Referral	12/9/10	1, 3-4, 6-7, 9, 11-12, 19, 25, 27, 30
2	Receptionist	Salem Communications website	3/29/11	2-6, 8-11, 13-15, 17-18, 25, 27, 30
3	Account Executive	Salem Communications website	4/18/11	1-19, 25, 27, 30
4	Account Executive	Salem Communications website	4/25/11	1-19, 25, 27, 30
5	Receptionist	Salem Communications website	5/24/11	2-6, 8-11, 13-15, 17-18, 25, 27, 30
6	On Air Host	Internal Referral	5/9/11	1-21, 25, 27, 30
7	Promotions Director	Outside Referral	7/8/11	1-19, 25, 27, 30
8	Traffic Director	Outside Referral	10/14/11	1, 9, 12, 13, 19, 22, 25, 27, 30
9	Account Executive	Walk in	6/20/11	1-19, 25, 27, 30
10	Account Executive	KBIQ website	9/6/11	1-19, 25, 27, 30

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources (“RS”) were contacted as vacancies for full-time SEU jobs opened. There were a total of 44 people interviewed for full-time positions.

RS No.	Recruitment Source	(*)	Address, Telephone and Contact Person of RS	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information				
1	Latino Chamber of Commerce		215 S Victoria Ave Pueblo, CO 81005 719-542-5513 Roxanne Gonzales-Garcia roxanne@pueblolatinochamber.com	

2	Colorado State University-Pueblo		2200 Bonforte Blvd Pueblo, CO 81001 719-549-2100	
3	Pueblo Community College		900 W Orman Ave Pueblo, CO 81004 719-549-3220	
4	Pueblo Workforce Center		212 W 3 rd Street Pueblo, CO 81003	
5	Adams State College		Career & Counseling Center 208 Edgemont Blvd Alamosa, CO 81102 Greg Elliot	
6	Women's Resource Agency		750 Citadel Drive East #3116 Colorado Springs, Co 80909	
7	Urban League of Pikes Peak Region		1322 N Academy Blvd Colorado Springs, Co 80909 719-634-1525	
8	Pikes Peak Community College		5675 S Academy Blvd Colorado Springs, CO 80906	
9	Pikes Peak Workforce Center		2306 E Pikes Peak Ave Colorado Springs, CO 80909 Duke Compton	1
10	Hispanic Chamber of Commerce		912 N Circle Dr. #203 Colorado Springs, CO 80909	
11	Rocky Mountain Bible & Seminary		Career Services 3190 S Grant St Englewood, CO 80113 303-657-5636	
12	Ohio Center for Broadcasting		Placement Services Placement.denver@beyondair.com	
13	Colorado Broadcasters Association		P.O. Box 2369 2042 Boreas Pass Rd. Breckenridge, CO 80424 970-547-1388 Coloradobroadcasters.org	
14	Asian Chamber of Commerce		924 W Colfax Ave #104G Denver, CO 80204 303-595-9737	
15	Western State College		600 N Adams St. Gunnison, CO 81231 Attn: Career Services	
16	Fort Lewis College		1000 Rim Dr Durango, CO 91301 Attn: Career Services	
17	Trinidad State Junior College		600 Prospect Trinidad, CO 81082 Attn: Career Services	
18	Colorado Association of Black Journalism		P.O. Box 48192 Denver, CO 80204	
19	Salem Media of Colorado		3131 S Vaughn Way #601 Aurora, CO 80014 Rebecca Gibbs	
20	Christian Career Center		www.christiancareercenter.com	
21	His Air		www.HisAir.net	
22	Traffic Directors Guild of America		Email: tdga@cox.net	

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
25	KBIQradio.com, KGFTradio.com, Newstalk1460.com	13
26	Referrals	15
27	Salem Communications Corporate Website	14
28	Walk In	1
29	Radio ad for KBIQ-FM	
30	Christian Jobs, ChristianJobs.com	
Total Number of Interviewees		44

III. OUTREACH INITIATIVES

The following outreach initiatives were completed by the SEU during the reporting period:

A. Management EEO Training

1. The Salem Director of Human Resources Director conducts monthly HR Network Training sessions via teleconference and Powerpoint presentations, which includes review of EEO policies and compliance. The SEU's Office Manager participates in these training sessions each month and then routinely communicates with the SEU's General Manager and other management team members to keep all employees apprised of the company and SEU's policy on equal employment.

2. . The SEU participates in an on-line program entitled "Employment Law Training" (E.L.T.), which is an ongoing program for all entry level managers and above to train them in methods of ensuring equal opportunity and preventing discrimination. Training modules include two (2) hours of "Preventing Workplace Harassment" and a module covering all forms of anti-discrimination. During this reporting period, one SEU employees participated in the ELT program.

B. Job Banks and Internet Programs:

The SEU participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage minorities and women to consider future employment. Available positions were posted on web sites and sent to various organizations to ensure broad and inclusive outreach. In the reporting period the following sites have been used: Colorado Broadcasters Association.