

EEO PUBLIC FILE REPORT

For the reporting period of 12/1/2023 through 11/30/2024

The SEU has a total of 10 F/T Employees in Reporting Year 2 of 2.

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	Promotions	CBA	2/26/2024	1-23
2	Media Strategist	Salem Media Group, Inc.	6/10/2024	1-23
3				
4				

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 6 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	Adams State College		Career & Counseling Center 208 Edgemont Blvd. Alamosa, CO 81102 listomlin@adams.edu	0
2	Colorado Broadcasters Association		10488 W Centennial Rd. Ste. 405 Littleton, CO 80127 www.coloradobroadcasters.org	1
3	Colorado State University – Fort Collins		Lory Student Center 1101 Center Ave Mall Fort Collins, CO 85021 Career_info@mail.colostate.edu	0
4	National Alliance of State Broadcasters Associations		2333 Wisconsin St. NE Albuquerque, NM 87110 505-881-4444 www.careerpage.org	0
5	Colorado State University – Pueblo		220 Bonforte Blvd. Pueblo, CO 81001 719-549-2553 Megan.Gregorich@csupueblo.com	0

6	Colorado Media School	404 S. Upham Street Lakewood, CO 80226 303-479-4908 wcorrea@beonair.com	0
7	Colorado Mesa University	Career Services University Center, Room 106E 1100 North Avenue Grand Junction, CO 81501	0
8	Denver Indian Center	4407 Morrison Road Denver, CO 80219 303-936-2688 information@denverindiancenter.org	0
9	Latino Chamber of Commerce	215 S. Victoria Ave. Pueblo, CO 81005 office@pueblolatinochamber.com	0
10	Pikes Peak State College	5675 S. Academy Blvd. Colorado Springs, CO 80907 Jessi.Allen-Lutz@PikesPeak.edu	0
11	Pikes Peak Workforce Center	1675 W. Garden of the Gods Road Colorado Springs, CO 80907 719-667-3737 tracimarques@elpaso.com	0
12	Pueblo Community College	900 W. Orman Ave. Pueblo, CO 81004 719-549-3200 Jobs.pcc@pueblocc.edu	0
13	Regis University	3333 Regis Blvd. Mailstop F-12 Denver, CO 80221-1099 303-964-2007 careers@regis.edu	0
14	Southern Colorado Women's Chamber of Commerce	P.O. Box 49218 Colorado Springs, CO 80949 719-442-2007 info@swcc.com	0
15	University of Colorado at Boulder	1511 University Ave. 478 UCB Boulder, CO 80309 jacob.jedamus-denu@colorado.edu	0
16	Webster University	5475 Tech Center Drive, #110 Colorado Springs, CO 80919 719-590-7340 Margaret Reed admit@webster.edu	0
17	Western State Colorado University	College Union 102 Gunnison, CO 81231 970-943-0120 swhiting@western.edu	0
18	Indeed.com	Indeed.com	0
19	Christianjobs.com	Christianjobs.com	0
20	Salem Media Group, Inc. (Including Facebook, LinkedIn & Twitter)	4880 Santa Rosa Road Camarillo, CA 93012 Salemmedia.com	5
21	University of Colorado – Denver	1201 Larimer Street Denver, CO	0
22	ZipRecruiter	Ziprecruiter.com	0

23	Glass Door	Glassdoor.com	0
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources		Number of Interviewees
24	Employee Referral		0
25	KBIQ (FM), KZNT (AM), KGFT (FM) Websites		
Total Number of Interviewees			6

III. **OUTREACH INITIATIVES**

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

A. **Management Training Initiative:**

The Salem Vice President of Human Resources conducts monthly HR Network Training Sessions via teleconference and PowerPoint presentations. The SEU's Business Manager participates in these training sessions each month and then routinely communicates with SEU's General Manager and other management team members to keep all employees apprised of the company and SEU's policy on equal employment.

B. **Job Fairs:**

The SEU participated in three job fairs with Colorado Broadcasters Association Virtual Job Fairs. Job opportunities were discussed, and resumes were collected.

- January 22 – 26, 2024
- September 9 – 13, 2024

C. **Job Banks and Internet Programs:**

The SEU used job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage minorities and women to consider future employment in the broadcasting industry. Information on open full-time positions were posted on the job bank website to ensure broad and inclusive outreach. During the reporting period, the following job banks and internet programs were utilized:

- Colorado Broadcasters Association

D. **Training Program for Personnel to Acquire Skills to Qualify for Higher Level Positions:**

General Manager leads management team members in discussion of the book "How Leaders Can Inspire Accountability" by Michael Timms to help managers acquire skills such as responsibility, being an effective leader, and accountability that would help them acquire higher level positions in broadcasting. General Manager meets with management staff during weekly Department Head Meetings.