KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

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
Master Control Operator-Nights	1, 4, 9, 11-13, 15, 24, 26, 29-31, 34-35, 49, 52, 62, 65, 67	35
Chief Engineer	1, 4, 11-13, 15-16, 20, 22, 24, 29-31, 34-35, 38, 43, 47, 49-50, 52, 58-59, 61-62, 64-65, 67, 69-70	35
Master Control Operator FT	1, 9, 11-12, 15-16, 22, 24, 29-31, 34-35, 43, 47, 49-50, 52, 55, 61-62, 65, 67	35
Photographer & Editor	9, 12, 15, 24, 26, 28-31, 35-36, 49, 52, 65	28
PT Promotions Assistant	9, 12, 15-16, 22, 24, 29-31, 34-36, 41, 43, 47, 49, 52, 55, 61, 65, 67	35
PT Promotions Assistant	9, 12, 15-16, 22, 24, 29-31, 34-36, 41, 43, 47, 49, 52, 55, 61, 65, 67	36
Receptionist	4, 9, 12, 15-16, 18, 22, 24, 26, 29-31, 33-35, 40-41, 43, 49, 52, 55, 61-62, 65, 67	24
Receptionist	4, 9, 12, 15-16, 18, 22, 24, 26, 29-31, 33-35, 40-41, 43, 49, 52, 55, 61-62, 65, 67	35
Master Control Operator FT	9, 12, 15-16, 22, 24, 26, 29, 31, 34-35, 41, 43, 49-50, 52, 55, 61-62, 65, 67	35
Master Control Operator FT	9, 12, 15-16, 22, 24, 26, 29, 31, 34-35, 41, 43, 49-50, 52, 55, 61-62, 65, 67	26
Reporter / Video Journalist	2, 8, 10, 12, 15, 17, 19-20, 23-24, 27, 29-31, 34-35, 38, 42, 44, 46, 48, 51-52, 61-62, 66, 68	27
Reporter / Video Journalist	2, 10, 12, 15, 19, 23-24, 29-31, 34-35, 38, 42, 44, 46-47, 52, 61-62, 68-69	38
Reporter / Video Journalist	2, 10, 12, 15, 19, 23-24, 29-31, 34-35, 38, 42, 44, 46-47, 52, 61-62, 68-69	35
KPVW Administrative / Sales Assistant	7, 12, 19, 24, 29-31, 35, 38, 52, 57, 61	57
Radio Production / ENCO Specialist	2, 5-7, 10, 12, 15, 17, 19, 23-24, 28-31, 34-35, 38-39, 44, 47, 52, 61, 66, 68	28
Technical Director	2-3, 5, 10, 12, 14-15, 17-19, 21, 23-25, 27, 29-31, 34-35, 37-38, 42, 44, 47, 51-54, 56, 60, 62-63, 66, 68, 71-74	27
News Anchor / Producer	2-3, 5, 10, 12, 14-15, 17-19, 21, 23-25, 29-32, 34-35, 37-38, 42, 44-45, 47, 51-54, 56, 60, 62-63, 66, 68, 71, 73-74	62
News Anchor / Producer	2-3, 5, 10, 12, 14-15, 17-19, 21, 23-25, 29-32, 34-35, 37-38, 42, 44-45, 47, 51-54, 56, 60, 62-63, 66, 68, 71, 73-74	38

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	A.Q.Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan , Kansas 66506 Phone : 785-532-6890 Email : smethers@ksu.edu Fax : 1-785-532-5484 Dr. Steve Smethers	N	0
2	A.Q.Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan , Kansas 66506 Phone : 785-532-6890 Email : smethers@ksu.edu Fax : 1-785-532-5484 Dr. Steve Smethers	N	0
3	A.W.A.R.E Inc. of Bozeman 420 West Mendenhall Bozeman, Montana 59715 Phone : 406-563-7721 Email : ebarry@aware-inc.org Emmett Barry	N	0
4	Academy of Radio Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : arbradio.com Email : doreen@arbradio.com Fax : 1-714-842-1850 Doreen Dunn	N	0
5	Academy of Radio Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : arbradio.com Email : doreen@arbradio.com Fax : 1-714-842-1850 Doreen Dunn	N	0

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	All Access.com 28955 Pacific Coast Highway Malibu, California 90265 Url : www.allaccess.com Joel Denver Manual Posting	N	0
7	AMFM Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.amfmjobs.com Mark Halloway Manual Posting	N	1
8	Application already on file	N	1
9	Art Institute Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4921 Email : clundin@aii.edu Fax : 1-303-824-4907 Carol Lundin	N	0
10	Art Institute Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4921 Email : clundin@aii.edu Fax : 1-303-824-4907 Carol Lundin	N	0
11	Art Institute of Colorado 1200 Lincoln Street Denver, Colorado 80203 Phone : 303-824-4922 Email : menglish@aii.edu Melissa English	Y	0
12	Center for Work Education & Employment (CWEE) 1175 Osage Street Suite 300 Denver, Colorado 80204 Phone : 303-892-8444 x315 Email : smcrae@cwee.org Stephanie Pacheco-McRae	Y	0

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0
14	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0
15	Colorado Broadcasters Association 333 W. Hampden Ave Suite 620 Englewood, Colorado 80110 Phone : 720-536-5427 Url : http://www.coloradobroadcasters.org/ Susan Strong Manual Posting	N	8
16	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0
17	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0
18	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 x4106 Url : http://www.funjobsonair.com Email : tmclaughlin@beonair.com Tim McLaughlin	N	2

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Colorado Media School Colorado Campus 1310 Wadsworth Boulevard Sui #100 Lakewood, Colorado 80214 Phone : 303-937-7070 Email : Education.Denver@Beonair.com Fax : 1-303-975-0386 William Homann	N	0
20	Colorado State University 1065 Campus Delivery Centennial Hall Ft Collins, Colorado 80523 Phone : 970-491-1955 Url : http://ses.colostate.edu/contact.aspx Lucinda Van Inwagen Manual Posting	N	0
21	Colorado State University Journalism & Media Communications C244 Clark Building Fort Collins, Colorado Phone : 970-491-6310 Email : lyn.karius@colostate.edu Lyn Karius	N	0
22	Colorado State University - Pueblo 2200 Bonforte Blvd. Pueblo, Colorado Phone : (719) 549-2512 Email : michelle.gjerde@colostate-pueblo.edu Fax : 1-719-549-2289 Michelle Gjerde	N	0
23	Colorado State University - Pueblo 2200 Bonforte Blvd. Pueblo, Colorado Phone : (719) 549-2512 Email : michelle.gjerde@colostate-pueblo.edu Fax : 1-719-549-2289 Michelle Gjerde	N	0
24	Colorado Workforce Center 1391 N. Speer Blvd Ste 500 Denver, Colorado 80204 Phone : 303-318-8819 Url : http://www.connectingcolorado.com Kathie Stenzel Manual Posting	N	3

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Craig's List P.O. Box 438 San Francisco, California 94104 Phone : 415-399-5200 Url : www.craigslist.com Customer Support Manual Posting	N	0
26	Current Employee	N	4
27	Current Employee - Transfer/Promotion	N	3
28	Current Employee/Internal Promotion	N	2
29	Denver Indian Center 4407 Morrison Road Denver, Colorado 80219 Phone : 303-936-2688 Url : http://www.denverindiancenter.org/ Email : eileen@denverindiancenter.org Eileen Masquat	N	0
30	Devry University North Campus 1870 W. 122nd Avenue Westminster, Colorado 80234 Phone : 888-212-1557 x7651 Url : http://www.devry.edu/career-services/contacts.html Email : coloradojobs@devry.edu Tanya Terrell	N	0
31	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Stephen Martinez	N	0
32	E-mail Inquiry	N	1
33	Employee Referral	N	1
34	Entertainment Careers 218 Wilshire Blvd Ste 401 Santa Monica, California 90403 Phone : 310-442-0200 Url : www.entertainmentcareers.net Brad Hall Manual Posting	N	2

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Entravision Communications Corporation 2425 Olympic Blvd Suite 6000 West Santa Monica, California 90404 Phone : 310-264-2355 Url : www.entravision.com John Mahan Manual Posting	N	42
36	Former Intern	N	2
37	Hastings College 710 N. Turner Avenue Hastings, Nebraska Phone : 800-532-7642 Email : cpower@hastings.edu Chad Power	N	0
38	Indeed 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : NA Url : http://www.indeed.com/ Job Board Manual Posting	N	7
39	Indeed.com	N	1
40	Johnson & Wales University Academic Ctr, 1900 Olive St 1st Floor Denver, Colorado 80220 Phone : 303-256-9716 Url : http://www.jwu.edu/forms.aspx?id=54227&ekfrm=54227 Va Hayman Barber Manual Posting	N	0
41	journalismjobs.com Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
42	journalismjobs.com Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	LARASA 1671 Yosemite St. Denver, Colorado Phone : (303) 377-9076 Email : mlchavez@aol.com Lorenzo Chavez	N	0
44	LARASA 1671 Yosemite St. Denver, Colorado Phone : (303) 377-9076 Email : mlchavez@aol.com Lorenzo Chavez	N	0
45	Linked In	N	2
46	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com/index.htm Mark Silstone Manual Posting	N	0
47	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 323-284-5589 Url : http://www.media-match.com/usa/ Career Services Manual Posting	N	0
48	MediaRecruiter.com 20456 E. Orchard Place Centennial, Colorado 80016 Phone : (303) 400-5150 Url : www.mediarecruiter.com Email : Jim@MediaRecruiter.com Fax : 1-303-400-5063 Jim Birschbach	N	0
49	Mi Casa Resource Center 360 Acoma Street Denver, Colorado 80223 Phone : 303-539-5648 Url : http://www.micasaresourcecenter.org/contact-us/loc Email : avolcker@MiCasaResourceCenter.org. Anne Volcker	N	0

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Url : www.emmyawards.tv Email : office@emmyawards.tv Fax : 1-303-722-0924 Audrey Elling	N	0
51	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Url : www.emmyawards.tv Email : office@emmyawards.tv Fax : 1-303-722-0924 Audrey Elling	N	0
52	National Image 6165 W. Pacific Drive Lakewood, Colorado 80227 Phone : 303-412-7880 Url : http://www.imagededenver.org/home.php Email : jdavalos.natlimage@ymail.com Joe Davalos	Y	0
53	New England School of Communications at Husson University 1 College Circle Bangor, Maine Phone : 207-941-7176 Email : nasonm@husson.edu Mark Nason	N	0
54	Northern Arizona University, School of Communications 307 W. Tormey Dr P.O. Box 5619 Flagstaff, Arizona Phone : 928-523-2232 Email : norm.medoff@nau.edu Norm Medoff	N	0
55	Ohio Center for Broadcasting Colorado Campus 1310 Wadsworth Boulevard Sui #100 Lakewood, Colorado 80214 Phone : 303-937-7070 Email : Education.Denver@Beonair.com Fax : 1-303-975-0386 William Homann	N	0

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
56	Ohio Center for Broadcasting, Co. Campus 5800 W. Alameda Ave. Suite A Denver, Colorado 80226 Phone : 303-937-7070 Fax : 1-303-975-0386 Dan Smith	N	0
57	On Air Recruitment Ad	N	1
58	Regis University 3333 Regis Blvd Denver, Colorado 80221 Phone : 800-388-2366 Url : http://regis.edu/ Karen Adducci Manual Posting	N	0
59	Society of Broadcast Engineers (SBE.org) 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Url : www.sbe.org Career Services Career Services Manual Posting	N	2
60	St. Joseph's College 278 Whites Bridge Road Standish, Maine Phone : 855-7524636 Email : wyates@sjcme.edu Bill Yates	N	0
61	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : NA Url : http://www.jobspider.com/ Chris McGarry Manual Posting	N	0
62	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Board Manual Posting	N	4

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
63	University of Arizona, Journalism Department 1130 E. Helen Street Tucson, Arizona Phone : 520-621-2165 Email : klgnle@gmail.com Karen Gianelli	N	0
64	University of Colorado 3100 Marine Street Boulder, Colorado 80303 Phone : 303-492-6301 Url : http://www.colorado.edu/ Ann Herrmann Manual Posting	N	0
65	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu Roseann Wagner	N	0
66	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu Roseann Wagner	N	0
67	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Email : Christine.Mahoney@Colorado.EDU Fax : 1-303-492-0969 Christine Mahoney	N	0

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
68	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Email : Christine.Mahoney@Colorado.EDU Fax : 1-303-492-0969 Christine Mahoney	N	0
69	University of Colorado Denver Tivoli Student Union Suite 267 Denver, Colorado 80202 Phone : 303-556-2250 Url : http://www.ucdenver.edu/life/services/careercenter Jonne Kraning Manual Posting	N	0
70	University of Denver 2199 S. University Blvd Denver, Colorado 80208 Phone : 303-871-2000 Url : http://www.du.edu/ Jane Mall Manual Posting	N	0
71	University of Nebraska, Omaha 6001 Dodge Street Omaha, Nebraska Phone : 402-554-2800 Email : hreilly@unomaha.edu Hugh Reilly	N	0
72	University of Northern Colorado Career Services Campus Box 58 Greeley, Colorado Phone : (970) 351-2127 Career Services Manual Posting	N	0
73	University of Southern Maine P.O. Box 9300 Portland, Maine Phone : 800-800-4876 Email : mkillmeier@usm.maine.edu Matthew Killmeier	N	0

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
74	Walter Cronkite School of Journalism & Mass Communications 555 N. Central Ave Phoenix, Arizona Phone : 855-278-5080 Email : Mike.wong@asu.edu Michael Wong	N	0
		TOTAL INTERVIEWS OVER REPORTING PERIOD:	**89**

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/1/2015	Establishment of an intern program designed to assist members of the community	The following educational institutions continued participation in our Radio & Television internship program with CSU Pueblo, Metro State College, CU Boulder, CU Colorado Springs, UNC, Aims Community College, Arapahoe Community College, Community College Aurora CCD, Emily Griffith, CSU Ft. Collins, Front Range CC, Pikes Peak CC, Red Rocks CC, Colorado Media School, Art Institute of Colorado. The stations Internship Program provides opportunities for college students to obtain hands on experience in broadcast TV and radio. The program information is retained on file by 18 collegesand universities in Colorado with a letter asking that the information be made available to students who might be looking at a career in the communications industry.	3	News Director Marketing & Communications Director Creative Services Manager

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	2/2/2015	Participation in Job Fairs	Stations KCEC, KXPK-FM, KJMN-FM and KMXA-AM participated in the Colorado Broadcasters Virtual Job Fair which was held from February 2nd-6th, 2015. Our stations posted 4 positions to this job fair which were: Photographer / Editor for News 2 - PT Master Control Operators Master Control Operator Candidates were allowed access to our job postings as well as encourage to ask questions regarding the available opportunities or other areas of interest in the broadcast industry. We had several inquiries about our available job opportunities and received a few resume submissions.	2	Business Operations Manager Senior Business Operations Manager
3	7/20/2015	Provision of training to management	Training to Sales Management for Digital Advertising Certification Course	2	Internet Marketing Sales Manager General Sales Manager
4	8/24/2015	Participation in Job Fairs	Stations KCEC, KXPK-FM, KJMN-FM and KMXA-AM participated in the Colorado Broadcasters Virtual Job Fair which was held from February 2nd-6th, 2015. Our stations posted 1 position to this job fair which were: Radio Producer / ENCO Specialist Candidates were allowed access to our job postings as well as encourage to ask questions regarding the available opportunities or other areas of interest in the broadcast industry. We had several inquiries about our available job opportunities and received a few resume submissions.	2	Business Operations Manager Senior Business Operations Manager

KCEC-TV, KJMN-FM, KMXA-AM, KXPK-FM
EEO PUBLIC FILE REPORT
December 2, 2014 - December 1, 2015

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/14/2015	Provision of training to management	This session will provide a primer on the FCC's Equal Employment Opportunity rules, including the outreach required for the opening of jobs at the stations, the non-vacancy related activities that stations should be engaging in, and the record-keeping requirements to make sure you keep all the necessary documents to support what the station did. This webinar will also detail the obligations for station's public files. What documents need to be in the file? How long must they be retained? What are the usual trouble spots for broadcasters? The goal of the session is to refresh your understanding of the rules, provide insight into the FCC's enforcement and guidance in the past few years, and highlight some common pitfalls.	1	Business Operations Manager