

**2008 Annual EEO Public File Report
For KSYF – FM (now KONN – FM) & KTNI – FM**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KSYF – FM (now known as KONN – FM) Bennett, CO and KTNI – FM Strausberg, CO and is required to be placed in the public inspection files of these stations, and posted on their websites.

The information contained in this Report covers the time period beginning December 1st, 2008 and ending and ending November 30, 2008 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notifications pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of person interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC Rules.

Appendices 1, 2 and 3 which follow have been designated, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source was utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed

“interviewed” whether he or she was interviewed in person and/or over the telephone.

Appendix 1
2008 Annual EEO Public File Report
For KSYF – FM (now KONN – FM) & KTNI – FM

Covering the period from December 1st, 2007 to November 30th, 2008

Stations Comprising Station Employment Unit: KSYF – FM (KONN – FM) and KTNI – FM

Section 1: Vacancy Information – please reference the Master Recruitment Source List 2008.

	<u>Full-time Positions Filled By Job Title</u>	<u>Recruitment Source of Hiree</u>
1.	Regina Serna	32
2.	Pam Veccharelli	33
3.	Davin Fesmire	33
4.	Ana Fesmire	33
5.	Christina LaFarge	32
6.	Julie Fendrich	35
7.	Nicole Bryant	33
8.	Matthew Mikalowsky	32
9.	Lynne Mounger	33
10.	Delfino Rocha	33
11.	Kimberly F. Rouleau	33
12.	Robert lafrate	33
13.	Lauren Shaw	29
14.	Andrew Webb Lawrence	26
15.	Scott Bacon	33
16.	Heather Henninger	28
17.	John R. Wilbur	33
18.	Katherine Kosters	32
19.	Emily Hoeper	33
20.	Pete Kuhn	32
21.	Emily Bryant	33
22.	Stephanie Hedin	33
23.	Cole Horner	33

Total Number of Persons Interviewed During Applicable Period: 93

Appendix 2
2008 Annual EEO Public File Report
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Covering the period from December 1st, 2007 to November 30th, 2008

Stations Comprising Station Employment Unit: KSYF – FM (KONN – FM) and KTNI – FM

Section 2: Recruitment Source Information

Number	Recruitment Source Information	Source Entitled to Vacancy Notification (Yes*/No)?	# of Interviewees Referred by Source over reporting period
1	Arapahoe Community College 5900 S. Santa Fe Drive Littleton, CO 80160 Attn: Carla 303-797-5805 Fax 303-797-5809 www.arapahoe.edu/studentsvcs/careerctr click on the Jobs in Colorado	Y	0
2	Asian Pacific Center for Asian Development 1825 York Street Denver, CO 80206 Attn: Frank Kim 303-393-0304	N	0
3	Center for People with Disabilities 1675 Range Street Boulder, CO 80301 Attn: Job Placement Counselor 303-442-8662	N	0
4	Colorado Assoc. of Black Journalists 4695 S. Monaco Street Denver, CO 80237 Attn: Amani Ali - President 303-713-8500	N	0
5	Colorado Broadcasters Association P.O. Box 2369	N	0

	Breckenridge, CO 80424 Attn: Marilyn Hogan 970-547-1388 970-547-1384 Fax www.coloradobroadcasters.org (Go to "Post a Job", member passcode 3Sdg54)		
6	Colorado State University Attn: The Career Center 711 Oval Drive Ft. Collins, CO 80523 - 8008 970-491-5707 970-491-1955 Fax jobposting@colostate.edu	N	0
7	Colorado Workforce Center 1610 W. Littleton Blvd. Suite 100 Littleton, CO 80120 Attn: Thomas Gonzales 303-734-5228	N	0
8	Community College of Denver PO Box 173363 Denver, CO 80217 Attn: Career Services 303-556-2413 303-556-4602	N	0
9	Denver Indian Center, Inc. 4407 Morrison Road Denver, CO 80219 Attn: Anna Selma Mitchell 303-936-2688 Selma@denverindiancenter.org Lynda@denverindiancenter.org dina@denverindiancenter.org	Y	0
10	Denver Indian Resource Center 393 South Harlan Lakewood, CO 80226 Attn: Job Placement Counselor	N	0
11	Denver Women's Press Club 1325 Logan Street Denver, CO 80203 Attn: Richelle Force 303-839-1519 rcrossforce@aol.com	N	0

12	<p>Hispanic Chamber of Commerce 924 W. Colfax Denver, CO 80204 Attn: Job Bank 303-534-7783 303-595-8977 Fax</p>	N	0
13	<p>Metropolitan State College Campus Box 68 PO Box 173363 Denver, CO 80217 303-556-3664 303-556-4035 Fax https://www.myinterfase.com/metrostatecollege/employer Go to Employer tab, then Metro State Job Link tab User Name: cat@denverradiocompany.com Password: sassymartini</p>	N	0
14	<p>MI CASA Resource Center for Women 360 Acoma Street Denver, CO 80223 Attn: Job Announcement Board 303-539-5597 303-595-0422 Fax</p>	N	0
15	<p>National Affirmative Action Career Network 4255 S. Buckley Road #299 Aurora, CO 80013 Attn: Calvin Booker 303-699-5899</p>	Y	0
16	<p>National Affirmative Action Center 3500 S. Quintero Aurora, CO 80013 Attn: Job Postings 303-699-8599 303-699-8525</p>	N	0
17	<p>National Association of Broadcasters Education Fund 1771 North Street, NW Washington, DC 20036 Attn: Employment Clearinghouse 202-429-5498 202-721-8776 Post Jobs at www.nabef.org, not by email email: Cat@denverradiocompany.com Password: sassymartini</p>	N	0

18	National Assoc. of Gay/Lesbian Journalists 1420 K Street, NW Suite 910 Washington, DC 20005 202-588-9888	N	0
19	National Assoc. of Hispanic Journalists 529 14th Street, NW Washington, DC 20045-2001 jobbank@nahj.org 202-662-7145	N	0
20	National Societies of Hispanic MBA's 2701 Alcott Street Suite 380 Denver, CO 80211 general@denver.nshmba.org	N	0
21	Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, OH 44125 Attn: Gary James 216-447-9117 gary@beonair.com and placement.denver@beonair.com	Y	0
22	Regis University 3333 Regis Boulevard F-12 Denver, CO 80221-1099 Attn: Jeremy Lee 303-964-5493 https://www.myinterfase.com/regis/employer Username: The Denver Radio Company Password: jobs (Your password is case-sensitive)	N	0
23	Senior Resource Center 3227 Chase Street Denver, CO 80212 Attn: Corrine Sherrick 303-235-6982 csherrick@srcaging.org	Y	0
24	Services De La Raza 4055 Tejon Street Denver, CO 80211 Attn: Career Postings 303-458-5851 303-455-1332 Fax	N	0
25	University of Colorado 133 UCB	N	0

	Attn: Career Services Boulder, CO 80309-0133 303-492-6541 303-492-7433 Fax http://careerservices.colorado.edu User Name: drc Password: sassymartini		
26	University of Denver 2050 East Evans Ave. Room 30 Denver, CO 80208 Attn: Career Services 303-871-2150 303-871-4335 Fax http://du-csm.symplicity.com/ User Name: cat@sassymartini.com Password:tofkrana	N	1
27	AllAccess.com	N	0
28	Andrew Hudson PR List http://www.prjobslist.com/	N	1
29	Craig's List www.craigslist.com	N	1
30	Local Station Websites www.onefmnation.com www.martiniradiodenver.com	N	0
31	Career Fair	N	0
32	Word of Mouth Referral	N	5
33	Employee Referral	N	14
34	Walk In	N	0
35	Internal Promotion	N	1

Total: 23

* These sources specifically requested to be notified of any job openings, however all job openings were posted to each and every source on the list, regardless of their notification status.

Appendix 3
2008 Annual EEO Public File Report
For KSYY – FM (now KONN – FM) & KTNI – FM

Covering the period from December 1st, 2007 to November 30th, 2008

Stations Comprising Station Employment Unit: KSYY – FM and KTNI – FM (KONN – FM)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KSYY – FM (KONN – FM) and KTNI – FM

1. Job Fairs

2. Internship Program

- A. Name of Intern:** Megan
Date: May 2008 – July 2008
Participating Employees: Cat Holtman, Julie Fendrich
Host/Sponsor of Activity:
Description: Megan had a promotional internship and helped marketing and promotions with planning and events.
- B. Name of Intern:** Dana Simonelli
Date: July 2008 – December 2008
Participating Employees: Cat Holtman, Rob lafrate
Host/Sponsor of Activity: Metropolitan State College of Denver
Description: KONN-FM and KTNI-FM have an ongoing agreement with the Metropolitan State College of Denver to send interns to the stations. Dana worked in the summer/fall of 2007 mainly in the sales department but also spent some time in the programming department.
- C. Name of Intern:** Dane Washington
Date: May 2008 – December 2008
Participating Employees: Cat Holtman, Julie Fendrich
Host/Sponsor of Activity: Ohio Center for Broadcasting
Description: KSYY-FM and KTNI-FM have an ongoing agreement with the Ohio Center for Broadcasting to send interns to help with station events. Dane worked mostly at events for both stations.

3. Job Bank

Date: ongoing

Participating Employees: Cat Holtman is responsible for maintaining the job bank list.

Description: KSYF – FM (KONN – FM) and KTNI – FM maintain a list of job banks, minority groups and various other organizations who receive notices whenever the stations have a job opening. The list is shown in Appendix 2.

4. **Sponsorship of at least 4 events designed to inform and educate members of the public about broadcast job opportunities.**

5. **Other activities designed by the SEU and reasonably calculated to provide information about employment opportunities in broadcasting to candidates who might otherwise be unaware of such opportunities.**
 - A. **Event:** Ascertainment Meeting CBA
Date: March 31, 2007
Participating Employees: Christina LaFarge
Host/Sponsor of Activity: CBA
Description: Interview category involving consumer services, issues for women and minorities.

 - B. **Event:** Ascertainment Meeting
Date: June 30, 2007
Participating Employees: Nichole Bryant
Host/Sponsor of Activity: CBA
Description: Interview category involving Organizations for women