

Annual EEO Public File Report

Winton Road Broadcasting, LLC- Cortez, CO

Covering the Period from December 1, 2008 to November 30, 2009

Stations Comprising Station Employment Unit:

KRTZ FM, KVFC AM, KISZ FMVacancy Information

Full-time Positions Filled by Job Title	DOE	Total # Interviewed	Recruitment Source of Hire	Recruitment Sources Utilized
Account Executive	3/16/2009	6	Internal	1-2, 5, 8-9, 11, 13-14, 16
Local Sales Manager	8/3/2009	9	Internal	1-3, 5-6, 9-12, 16
Account Executive	11/2/2009	6	Business to Business Trade Show	1-5, 7, 9-10, 12, 15, 17-18

Total Number of Persons Interviewed During Applicable Period:

21

Recruitment Sources:

<u>Radio Announcements</u>	<u>Contact</u>	<u>Address</u>	<u>Method of Contact</u>	<u>#Interviews from Source</u>
1. KRTZ Radio	Kelly Turner	2402 Hawkins, Cortez, CO 81321	(970) 565-6565	2
<u>Internet Site:</u>				
2. American General Media	Rusty Buchfield	1400 Easton Dr, #144B, Bakersfield CA 93309	RBurchfield@radiofm.com	
3. KRTZradio.com	Kelly Turner	www.KRTZradio.com	(970) 565-6565	
4. Allaccess.com	Self Post	www.Allaccess.com	Self Post	1
5. Radio Online	Self Post	www.radioonline.com	Self Post	1
6. RadioandRecords.com	Self Post	joblisting@radioandrecords.com	Self Post	7
7. Radio Business Report	Self Post	www.rbr.com/classifieds	Self Post	1
8. RadioGrit.com	Self Post	www.radiogrit.com	Self Post	
<u>Newspapers:</u>				
9. Cortez Journal	Tammy Wright	123 Roger Smith Ave., CO. 81321	Twright@cortezjournal.com	4
<u>Postings:</u>				
10. Navajo Dept of Workforce Develo	Roselyn Shirley	PO Box 1889, Window Rock, AZ 86515	(928) 871-7707	
11. SW Colorado Workforce	Jana Carter	327 West Main, Cortez, CO 81321	(970) 565-3759	1
12. Women's Resource Center	Carol Freitas	679 E. 2nd Ave, Unit 6 Durango, CO 81302	resources@wrcdurango.org	
<u>Colleges:</u>				
13. San Juan Basin Technical Colleg	Robert Petrose	33057 Highway 160, Mancos, CO 81328	rpetrose@sjbtc.edu	
14. Pueblo Community College	Lisa Barrett	900 West Orman Avenue, Pueblo, Colorado 81004	Lisa.Barrett@pueblocc.edu	
15. SW Colorado Community College	Lisa Barrett	701 Camino del Rio, Durango, CO 81301	Lisa.Barrett@pueblocc.edu	
<u>Other:</u>				
16. Internal	Self Post	1911 Main Ave., #100, Durango, CO 81301	970-565-6565	2
17. Referral	None	None	None	1
18. Business to Business Trade Show	Dean Lenaburg	None	None	1

Outreach Initiatives:

<p>1)</p>	<p>Career Pathways</p> <p>December 10, 2008</p> <p>Kelly Turner, Operations Manager</p>	<p>Montezuma-Cortez High School organizes an on-going program to expose students to community representatives and various career fields. Kelly Turner gave a 30 minute presentation on various career opportunities within radio broadcasting, followed by 10 a minute question-answer session.</p>	<p>Initiative 10</p> <p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>
<p>2)</p>	<p>Career Pathways</p> <p>March 4, 2009</p> <p>Kelly Turner, Operations Manager</p>	<p>Montezuma-Cortez High School organizes an on-going program to expose students to community representatives and various career fields. Kelly Turner gave a 30 minute presentation on various career opportunities within radio broadcasting, followed by 10 a minute question-answer session.</p>	<p>Initiative 10</p> <p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>
<p>3)</p>	<p>Cortez Workforce Center Job-A-Thon</p> <p>March 24, 2009</p> <p>Kelly Turner, Operations Manager and Megan Alkup, Board Operator.</p>	<p>Annual Career Expo held at the Cortez Workforce Center, sponsored by KRTZ Radio. Kelly Turner broadcast the event conducting on-air interviews with job-seekers allowing them the opportunity to present they're skills and abilities to local community employers.</p>	<p>Initiative 6: Other programs designed to promote outreach generally (programs not primarily directed to providing notification of specific job vacancies).</p>

<p>4) Manager's Meeting</p> <p> August 4, 2009</p> <p> Attendees: Dan Buchta - General Manager, Kelly Turner Operations Manager, Dean Lenaburg- Local Sales Manager</p>	<p>Meeting to refresh managers of their responsibilities and duties. The EEO process was reviewed with emphasis on the need for community wide dissemination and proper documentation. HR issues, such as preventing discrimination, raises, job descriptions, terminations, and sexual harassment were addressed.</p>	<p>Initiative 14: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>
<p>5) Career Pathways</p> <p> September 2, 2009</p> <p> Kelly Turner, Operations Manager</p>	<p>Montezuma-Cortez High School organizes an on-going program to expose students to community representatives and various career fields. Kelly Turner gave a 30 minute presentation on various career opportunities within radio broadcasting, followed by 10 a minute question-answer session.</p>	<p>Initiative 10 Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>