

EEO PUBLIC FILE REPORT

For the reporting period of December 1, 2008 through November 30, 2009

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 Manager	Previous Employee	10/12/09	1 4-6
2	Promotions Director	Internal Job Posting	8/31/09	2-9 13
3	Receptionist	Outside Referral	10/21/09	2-4 7-9 13
4	General Manager	Internal Job Posting	3/30/09	12 14
5	Chief Engineer	Outside Referral	11/2/09	11

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 40 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	Mediarecruiter.com		Art Scott 303-400-5150	1
2	University of Colorado-Colorado Springs		1420 Austin Bluffs Pkwy Colorado Springs, CO 80933 719-262-3460	2
3	Colorado Broadcasters Association		P.O. Box 2369 Breckenridge, CO 80424 Amanda Foley 970-547-1388	2
4	Latino Chamber of Commerce		215 S Victoria St Pueblo, CO 81003 Roxanne Gonzales 719-542-5513	0
5	Urban League of Pikes Peak Region		1322 N Academy Blvd Colorado Springs, CO 80909 719-634-1525	0
6	Women's Resource Agency		750 Citadel Drive, Ste 3116	0

			Colorado Springs, CO 80909 719-471-3170	
7	Colorado Association of Black Journalism		P.O. Box 48192 Denver, CO 80204 Amani Ali amaniali@hotmail.com	0
8	Salem Media of Colorado, Denver		3131 S Vaughn Way Ste 601 Aurora, CO 80014 Becky Gibbs 303-750-5687	0
9	Pikes Peak Workforce Center		2306 E Pikes Peak Ave Colorado Springs, CO 80909 Terry Houle 719-304-1480	14
10	American Women in Radio & Television		1760 Old Meadow Rd Ste 500 McLean VA 22102 Kate Niswander 703-506-3290	0
11	Society of Broadcast Engineers		Website 9102 N Meridian St Ste150 Indianapolis, IN 46260 317-846-9000	5
12	Inside Radio		P.O. Box 567925 Atlanta, GA 31156 800-248-4242	2
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
13	KBIQradio.com, KGFTradio.com, Newstalk1460.com			0
14	Referrals			14
Total Number of Interviewees				40

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 "Lawful Hiring", "Equal Employment", "Workplace Harassment" and "Lawful Terminations". During this reporting period, one SEU employee participated in the ELT program.

B. Posting Upper Level Positions

1. Posted General Sales Manager position with a women's media group- American Women in Radio & Television.

C. Other

1. Provided a second year student with Colorado State University a tour and information on broadcasting pertaining to his major in Journalism and Broadcasting. Provided information on internship program.