EEO PUBLIC FILE REPORT

FOR

STATION KRDO-TV, KRDO-FM and KRDO (AM) Colorado Springs, Colorado

This EEO Public File Report Covers the One-Year Period Ending on November 30, 2024

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KRDO's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on November 30, 2024, the station filled the following full-time vacancies:

1011	lowing full-time vacancies.	
1.	Director 23-1167	16. Meteorologist 24-1035
2.	Videographer 24-1008	17. Weekend Anchor/MMJ 24-1020
3.	Account Executive 24-1002	18. MC Operator 24-1007
4.	Sales Trainee TV 23-1126	19. MC Operator 24-1065
5.	Sales Trainee Radio 23-1125	20. MC Operator 24-1072
-		21. News Producer 24-1066
6.	News Producer 24-1028	22. KRDO MC Operator 24-1107
7.	Assignment Manager 24-1014	23. MC Operator 24-1086
8.	News Producer 24-1016	24. MC Operator 24-1085
9.	Anchor/MMJ 23-1092	25. MMJ 24-1029
10.	Director 24-1003	26. Digital Content Director 24-1151
11.	MMJ 24-1009	27. Director 24-1118
12	MC Operator 22, 1197	28. Account Executive 24-1122
	MC Operator 23-1187	29. Direct 24-1178
13.	MMJ 24-1010	30. MC Operator 24-1182
14.	Executive Producer 24-1015	30. Me operator 24 1102

The station interviewed 54 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source

15. Meteorologist 23-1202

13. UCCS

Total Number of Interviewees Referred

1.	News-Press Gazette & Corporate/KRDO.com	33
2.	Employee Referral	12
3.	Internal Applicant	8
4.	Indeed	
5.	TVjobs	1
6.	ZipRecruiter	
7.	Pikes Peak Work Force Center	
8.	Mt. Carmel	
9.	Boomerang	
10.	. Handshake	
11.	LinkedIn	
12	MSII Danyar	

Attachment A contains the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person, and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of persons interviewed for each full-time vacancy; and
- * The total number of interviewees referred to by each recruitment source is used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

* * * * *

Recruitment Source	Address	Contact	Phone Number	# of Interviews per Source	Job Speci	fic Information
		0011000		or miter steam per occurred	ou open	
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Title	Director
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Req. #	23-1167
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	-	Source	Employee Referral
Indeed	333 3. Oth Street, colorado Springs, co dosos	Zuck Zuczejko	(713) 032 1313		# of Interviews	
TvJobs					Vacancy Open	
ZipRecruiter					Vacancy Filled	
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814		Vacancy rinea	12/10/2023
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
ivit. Carrier veterans center	330 communications circle, colorado 3prings, co 60303	Wark Similir	(713) 303 4714			
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	2	Title	Videographer
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Reg. #	24-1008
	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Source	NPG/KRDO
Internal Applicant Indeed	333 3. oth Street, Colorado Springs, CO 80303	Zack Luczejko	(719) 032-1313		# of Interviews	•
TvJobs					Vacancy Open	
					.	
ZipRecruiter	4675 Cooker of the Code Book Coloredo Codere CO 20007	Natha C II	(740) 667 2044		Vacancy Filled	2/5/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
Name Bross & Caratta /KBBO same	200 C Obb Charact Calarada Carrinas CO 00005	7	(740) (22 4545		T-:41-	A annual Function
	· -	Zack Luczejko	(719) 632-1515		Title	Account Executive
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Req. #	24-1002
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Source	Employee Referral
Indeed					# of Interviews	
TvJobs					Vacancy Open	
ZipRecruiter					Vacancy Filled	1/31/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
·		Zack Luczejko	(719) 632-1515	2	Title	Sales Trainee - TV
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Req. #	23-1126
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Source	NPG/KRDO
Indeed				1	# of Interviews	4
TvJobs					Vacancy Open	8/10/2023
ZipRecruiter					Vacancy Filled	1/29/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Title	Sales Trainee - Radio
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Req. #	23-1125
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Source	Employee Referral
Indeed					# of Interviews	1
TvJobs					Vacancy Open	8/10/2023
ZipRecruiter					Vacancy Filled	2/5/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Title	News Producer
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	2	Req. #	24-1028
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Source	NPG/KRDO
Indeed		•	· · ·		# of Interviews	•
TvJobs					Vacancy Open	
					1 - acamery open	_, _0, _0

7. 5. 11						22 /222 4
ZipRecruiter	1675 Cardan of the Cada Band Calarada Carinas CO 20007	Nathan Cull	(740) 667 2044		Vacancy Filled 5/2	22/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
Handshake						
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Title Ass	signment Manager
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515			-1014
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1		ernal Applicant
Indeed	333 3. Oth Street, colorado springs, co dosos	Zuck Zuczejko	(713) 632 1313	-	# of Interviews 1	.cmar/tppncant
TvJobs					Vacancy Open 1/3	30/2024
ZipRecruiter					Vacancy Filled 3/2	•
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814		3, 1	,
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
Handshake			(1-1) 100 11 1			
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	2	Title Ne	ews Producer
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515			-1016
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515			PG/KRDO
Indeed					# of Interviews 2	
TvJobs					Vacancy Open 2/2	1/2024
ZipRecruiter					Vacancy Filled 5/2	
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			,
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
Handshake			· ·			
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Title An	ichor/MMJ
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Req. # 23	-1092
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Source Int	ernal Applicant
ndeed					# of Interviews 2	
ΓvJobs					Vacancy Open 5/2	23/2023
ZipRecruiter					Vacancy Filled 3/2	20/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
Handshake						
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1		rector
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515			-1003
nternal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515			PG/KRDO
Indeed					# of Interviews 1	
ΓvJobs 					Vacancy Open 1/2	•
ZipRecruiter					Vacancy Filled 3/2	11/2024
					1	
	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			
Mt. Carmel Veterans Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907 530 Communications Circle, Colorado Springs, CO 80905	Nathan Cull Mark Smith	(719) 309-4714			
Mt. Carmel Veterans Center			• •			
VIt. Carmel Veterans Center Handshake	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714		Tial	M
Vit. Carmel Veterans Center Handshake News-Press & Gazette/KRDO.com	530 Communications Circle, Colorado Springs, CO 80905 399 S. 8th Street, Colorado Springs, CO 80905	Mark Smith Zack Luczejko	(719) 309-4714 (719) 632-1515	1	Title MI	
Mt. Carmel Veterans Center Handshake News-Press & Gazette/KRDO.com Employee Referral	530 Communications Circle, Colorado Springs, CO 80905 399 S. 8th Street, Colorado Springs, CO 80905 399 S. 8th Street, Colorado Springs, CO 80905	Mark Smith Zack Luczejko Zack Luczejko	(719) 309-4714 (719) 632-1515 (719) 632-1515	1	Req. # 24	-1009
Mt. Carmel Veterans Center Handshake News-Press & Gazette/KRDO.com Employee Referral nternal Applicant	530 Communications Circle, Colorado Springs, CO 80905 399 S. 8th Street, Colorado Springs, CO 80905	Mark Smith Zack Luczejko	(719) 309-4714 (719) 632-1515	1	Req. # 24 Source Em	
Mt. Carmel Veterans Center Handshake News-Press & Gazette/KRDO.com Employee Referral nternal Applicant ndeed	530 Communications Circle, Colorado Springs, CO 80905 399 S. 8th Street, Colorado Springs, CO 80905 399 S. 8th Street, Colorado Springs, CO 80905	Mark Smith Zack Luczejko Zack Luczejko	(719) 309-4714 (719) 632-1515 (719) 632-1515	1	Req. # 24 Source Em # of Interviews 1	-1009 nployee Referral
Mt. Carmel Veterans Center Handshake News-Press & Gazette/KRDO.com Employee Referral Internal Applicant Indeed TVJObs	530 Communications Circle, Colorado Springs, CO 80905 399 S. 8th Street, Colorado Springs, CO 80905 399 S. 8th Street, Colorado Springs, CO 80905	Mark Smith Zack Luczejko Zack Luczejko	(719) 309-4714 (719) 632-1515 (719) 632-1515	1	Req. # 24 Source Em # of Interviews 1 Vacancy Open 1/3	-1009 nployee Referral 18/2024
Vit. Carmel Veterans Center Handshake News-Press & Gazette/KRDO.com Employee Referral Internal Applicant Indeed IVJobs ZipRecruiter	530 Communications Circle, Colorado Springs, CO 80905 399 S. 8th Street, Colorado Springs, CO 80905 399 S. 8th Street, Colorado Springs, CO 80905 399 S. 8th Street, Colorado Springs, CO 80905	Mark Smith Zack Luczejko Zack Luczejko Zack Luczejko	(719) 309-4714 (719) 632-1515 (719) 632-1515 (719) 632-1515	1	Req. # 24 Source Em # of Interviews 1	-1009 nployee Referral 18/2024
Pikes Peak Work Force Center Mt. Carmel Veterans Center Handshake News-Press & Gazette/KRDO.com Employee Referral Internal Applicant Indeed TVJobs ZipRecruiter Pikes Peak Work Force Center Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905 399 S. 8th Street, Colorado Springs, CO 80905 399 S. 8th Street, Colorado Springs, CO 80905	Mark Smith Zack Luczejko Zack Luczejko	(719) 309-4714 (719) 632-1515 (719) 632-1515	1	Req. # 24 Source Em # of Interviews 1 Vacancy Open 1/3	-1009 nployee Referral 18/2024

News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Title MC Operator
mployee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Req. # 23-1187
nternal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Source NPG/KRDO
ndeed					# of Interviews 1
vJobs					Vacancy Open 11/16/2023
ipRecruiter					Vacancy Filled 1/22/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814		
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714		
landshake					
La Daniel Caralla MADO	200 C Oth Chart Calcusts Codes Codes	7	(740) 622 4545		Trul.
lews-Press & Gazette/KRDO.com		Zack Luczejko	(719) 632-1515	_	Title MMJ
mployee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Req. # 24-1010
nternal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Source NPG/KRDO
ndeed					# of Interviews 1
VJobs					Vacancy Open 1/18/2024
ipRecruiter	1675 Candan af the Cade Band Cally and Cade at Candan Co.	Nother C !!	(710) 667 2014		Vacancy Filled 8/1/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814		
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714		
Handshake					
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Title Executive Producer
imployee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko Zack Luczejko	(719) 632-1515	1	Reg. # 24-1015
nternal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko Zack Luczejko	(719) 632-1515	1	Source Internal Applicant
ndeed	333 3. oth Street, Colorado Springs, CO 80303	Zack Luczejko	(719) 032-1313		# of Interviews 1
TvJobs					Vacancy Open 2/1/2024
ZipRecruiter					Vacancy Filled 4/1/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814		vacancy rined 4/1/2024
Vit. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714		
Handshake	330 Communications Circle, Colorado Springs, CO 80303	IVIAI K SIIIILII	(713) 303-4714		
iailusilake					
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	5	Title Meteorologist
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	,	Reg. # 23-1202
nternal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Source NPG/KRDO
ndeed	333 3. Bill Street, Colorado Springs, CO 80303	Zack Luczejko	(713) 032-1313		# of Interviews 5
-vJobs					Vacancy Open 12/18/2023
ipRecruiter					Vacancy Filled 5/20/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814		Vacancy Fined 3/20/2024
Vit. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714		
landshake	see communications entirely continue opinings, co costs	man simen	(125) 565 1721		
lews-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	4	Title Meteorologist
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Req. # 24-1035
nternal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Source NPG/KRDO
			,		# of Interviews 4
ndeed					Vacancy Open 3/20/2024
ndeed TyJobs					
vJobs					IVacancy Filled 5/15/2024
vJobs ipRecruiter	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814		Vacancy Filled 5/15/2024
ndeed vJobs IpRecruiter Pikes Peak Work Force Center Mt. Carmel Veterans Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907 530 Communications Circle, Colorado Springs, CO 80905	Nathan Cull Mark Smith	(719) 667-3814 (719) 309-4714		Vacancy Filled 5/15/2024
vJobs ipRecruiter ikes Peak Work Force Center			` ,		Vacancy Filled 5/15/2024

Employee Referral 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Source of Interviews Vacancy Open	2/7/2024 7/1/2024 MC Operator 24-1007 NPG/KRDO 3
Indeed	2 2/7/2024 7/1/2024 MC Operator 24-1007 NPG/KRDO 3
Vacancy Open	2/7/2024 7/1/2024 MC Operator 24-1007 NPG/KRDO 3
Varancy Filled	7/1/2024 MC Operator 24-1007 NPG/KRDO 3
Pikes Peak Work Force Center 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Mathan Cull (719) 667-3814 Mt. Carmel Veterans Center 530 Communications Circle, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 3 Title Employee Referral 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 3 Title Employee Referral 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 3 Title Employee Referral 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 3 Orange Reg., # Indeed Tyolos Vacancy General 4 of Interviews Vacancy Open Vacancy General Vacancy	MC Operator 24-1007 NPG/KRDO 3
Mark Deterans Center 14 14 15 15 15 16 16 16 16 16	24-1007 NPG/KRDO 3
Handshake	24-1007 NPG/KRDO 3
News-Press & Gazette/KRDO.com 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Req. #	24-1007 NPG/KRDO 3
Employee Referral 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Source # of Interviews Vacancy Open Vacancy Filled Pikes Peak Work Force Center 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 \$1 Title Req. # of Interviews Vacancy Open Vacancy Filled Pikes Peak Work Force Center 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 \$1 Title Req. # of Interviews Vacancy Filled Pikes Peak Work Force Center 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 \$1 Title Req. # of Interviews Vacancy Filled Pikes Peak Work Force Center 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 \$1 Title Req. # of Interviews Vacancy Open Vacancy Filled Pikes Peak Work Force Center 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 \$1 Title Req. # of Interviews Vacancy Open Vacancy Filled Pikes Peak Work Force Center 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 \$1 Title Req. # Otto Replace Pikes Peak Work Force Center 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 \$1 Title Reployee Referal 1675 Garden Of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 \$1 Title Req. # Otto Replace Pikes Peak Work Force Center 1675 Garden Of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 \$1 Title Req. # Otto Req. # Otto Replace Pikes Peak Work Force Center 1675 Garden Of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 \$1 Title Req. # Otto Req. # Otto Replace Pikes Peak Work Force Center 1675 Garden Of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 \$1 Title Req. # Otto Req. # Otto Req. # Otto Replace Pikes Peak Work Force Center 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 \$1 Title Pikes Peak Work Force Center 1675 Garden of the Gods Road, Colorad	24-1007 NPG/KRDO 3
Employee Referral 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Source Indeed 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Source # of Interviews Vacancy Open Vacancy Filled Pikes Peak Work Force Center 1675 Garden of the Gods Road, Colorado Springs, CO 80907 M. Athan Cull (719) 667-3814 Mark Smith (719) 309-4714 Source 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Mark Smith (719) 309-4714 Source 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 I Title Req. # Indeed Tylos Source 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Source 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Source 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Source 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Source 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Source 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 309-4714 Source 1675 Garden of the Gods Road, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Source 1716 Carmel Vacancy Filled	24-1007 NPG/KRDO 3
Internal Applicant Indeed Inde	NPG/KRDO 3
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TVJobs ZipRecruter Pikes Peak Work Force Center Mt. Carmel Veterans Center Again Same Same Same Same Same Same Same Same	
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Internal Applicant 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Source Indeed TVJobs ZipRecruiter Pikes Peak Work Force Center 1675 Garden of the Gods Road, Colorado Springs, CO 80907 Nathan Cull (719) 667-3814 Mt. Carmel Veterans Center 530 Communications Circle, Colorado Springs, CO 80905 Mark Smith (719) 309-4714	24-1072
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ZipRecruiter Pikes Peak Work Force Center 1675 Garden of the Gods Road, Colorado Springs, CO 80907 Nathan Cull (719) 667-3814 Mt. Carmel Veterans Center 530 Communications Circle, Colorado Springs, CO 80905 Mark Smith (719) 309-4714	
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News-Press & Gazette/KRDO.com 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 2 Title	News Producer
Employee Referral 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Req. #	24-1066
Internal Applicant 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Source	NPG/KRDO
Indeed # of Interviews	•
ZipRecruiter Vacancy Filled	4/26/2024
Pikes Peak Work Force Center 1675 Garden of the Gods Road, Colorado Springs, CO 80907 Nathan Cull (719) 667-3814	4/26/2024 6/3/2024
Mt. Carmel Veterans Center 530 Communications Circle, Colorado Springs, CO 80905 Mark Smith (719) 309-4714	
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News-Press & Gazette/KRDO.com 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 1 Title	
Employee Referral 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Req. #	6/3/2024
Internal Applicant 399 S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (719) 632-1515 Source	6/3/2024 KRDO MC Operator
Indeed See S. 8th Street, Colorado Springs, CO 80905 Zack Luczejko (/19) 632-1515 source # of Interviews	6/3/2024 KRDO MC Operator 24-1107
finacea 1# Of interviews	6/3/2024 KRDO MC Operator 24-1107 NPG/KRDO

TvJobs					Vacancy Open	7/2/2024
ZipRecruiter					Vacancy Filled	
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			-,, :
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
Handshake			(1-1-) 555 11-1		1	
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Title	MC Operator
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Req. #	24-1086
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Source	Employee Referral
Indeed					# of Interviews	2
TvJobs					Vacancy Open	6/4/2024
ZipRecruiter					Vacancy Filled	8/12/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
Handshake						
Boomerang						
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Title	MC Operator
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Req. #	24-1085
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Source	NPG/KRDO
Indeed					# of Interviews	1
TvJobs					Vacancy Open	6/4/2024
ZipRecruiter					Vacancy Filled	8/12/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
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Boomerang						
Name Drace & Caratta /KDDC com	200 C Oth Charact Coloured Continue CO 0000F	7	(740) (22 4545	2	Title	NANAL
News-Press & Gazette/KRDO.com		Zack Luczejko	(719) 632-1515	3		MMJ
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Req. #	24-1029 NPG/KRDO
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Source # of Interviews	
Indeed TvJobs						
					Vacancy Open	
ZipRecruiter	167F Conden of the Code Book Colored Conince CO 90007	Nathan Cull	(740) 667 2044		Vacancy Filled	7/25/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714		1	
Handshake Roomorang					1	
Boomerang						
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Title	Digital Content Director
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	-	Reg. #	24-1151
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	2	Source	NPG/KRDO
Indeed	222 2. 23. 34. 35. 35. 34. 35. 35. 35. 35. 35. 35. 35. 35. 35. 35	_aan zaczejno	(, 502_2020		# of Interviews	·
TvJobs					Vacancy Open	
ZipRecruiter					Vacancy Filled	
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			,>,>
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714		1	
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Boomerang					1	
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News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Title	Director
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Req. #	24-1118
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Source	Internal Applicant
Indeed					# of Interviews	
TvJobs					Vacancy Open	
ZipRecruiter					Vacancy Filled	10/14/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
Handshake						
Boomerang						
LinkedIn						
MSU Denver						
UCCS						
			(5.0)			
-	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Title	Account Executive
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	2	Req. #	24-1122
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Source	ZipRecruiter
Indeed					# of Interviews	
TvJobs					Vacancy Open	
ZipRecruiter				1	Vacancy Filled	11/15/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714			
Handshake						
Boomerang						
LinkedIn						
MSU Denver						
UCCS						
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Title	Director
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Req. #	24-1178
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Source	Internal Applicant
Indeed		,			# of Interviews	1
TvJobs					Vacancy Open	11/6/2024
ZipRecruiter					Vacancy Filled	11/17/2024
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814		1 '	
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714		1	
Handshake					1	
Boomerang						
LinkedIn					1	
MSU Denver						
UCCS						
News-Press & Gazette/KRDO.com	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Title	MC Operator
Employee Referral	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515		Req. #	24-1182
Internal Applicant	399 S. 8th Street, Colorado Springs, CO 80905	Zack Luczejko	(719) 632-1515	1	Source	Internal Applicant
Indeed	,,,				# of Interviews	
TvJobs					Vacancy Open	
ZipRecruiter					Vacancy Filled	
Pikes Peak Work Force Center	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814			,=:,===:
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714		1	
Handshake	255 Communications energy colorado springs, co 60505	ark omitif	(, 15) 555 ., 14		1	
Boomerang					1	
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LinkedIn MSU Denver UCCS

MENU OPTION ACTIVITIES

Station KRDO has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
4	Community Job Fair – Mount Carmel Veteran Center	On March 1 st , 2024, Zack Luczejko attended a job fair at Mt. Carmel Veterans Service Center to recruit new candidates.
10	Job Fair – University of Missouri	On February 19 th and 20 th , 2024, Michael Fabac and Laura Clark attended a job fair at the University of Missouri to recruit new candidates.
10	Job Fair – Penn State University	On February 22 nd and 23 rd , 2024, Michael Fabac and Laura Clark attended a job fair at Penn State University to recruit new candidates.
10	Job Fair – Arizona State University	On April 22 nd , 2024, Michael Fabac and Laura Clark attended a job fair at Arizona State University to recruit new candidates.
10	Job Fair – Arizona State University	On September 16 th and 17 th , 2024, Michael Fabac and Laura Clark attended a job fair at Arizona State University to recruit new candidates.
10	Job Fair – University of Missouri	On October 16 th and 17 th , 2024, Michael Fabac and Laura Clark attended a job fair at the University of Missouri to recruit new candidates.
4	Community Group Event	On November 9 th , 2024, Rob Namnoum, Brynn Carman, Bart Bedsole, Chris Larson, and Heather Skold collected food in the Season of Sharing food drive for the Care and Share Food Bank at American Furniture Warehouse.
4	Community Group Event	On December 8 th , 2024, Bart Bedsole, Heather Skold, Josh Helmuth and Rob Namnoum collected toys in the Season of Sharing Toy Drive for Toys for Tots at Whataburger.
4	Community Group Event	From February 5 th , 2024, through the 16 th KRDO staff members helped raise money for the Spread the Love Peanut Butter and Jelly Drive for Care and Share Food Bank. KRDO helped spread the word and collected donations.

4	Community Group Event	On May 9 th , 2024, Josh Helmuth supported the Junior Achievement Gala this spread awareness of internships and business growth aimed at inspiring the youth.
4	Community Group Event - Fair	On May 19 th , 2024, Andrea Hererra, Karla Sosa, and Candice Wauneka attended the Women's Fair for Telemundo. This brings attention to our Spanish speaking market and promoted the industry.
4	Community Group Event	In July 2024, KRDO staff members participated in the Pro Rodeo Parade to continue to provide outreach to our market and individuals interested in broadcast careers.
4	Community Group Event	On July 26 th , 2024, KRDO, Brynn Carman and Chevy Chevalier created the Back to School, School Supply Drive which partnered with Whataburger and the YMCA to promote outreach to our communities with support school aged children get the proper supplies to be successful in the classroom.
4	Community Group Event	On September 21 st , 2024, Andrea Hererra, Stephanie Hinojosa, Daniel Benson, and Joe Strine attended the Fiestas Patrias Telemundo event. This brings in outreach to our Hispanic communities for the kickoff of Hispanic Heritage month.
5	Internship Program	During the 2024 EEO year Staci-Lyn Onofre created an internship program with all local (Colorado Springs/Pueblo/Denver) collegiate level schools to learn the inner works of any news position they were studying for. We hosted multiple interns during this year including students from CSU Pueblo/Metro State University in Denver.
10	Educational Institution/Career Opportunities	On January 12 th , 2024, Josh Helmuth toured and instructed Chinook Trail Middle School students on broadcast career opportunities and what a day as an Anchor would be like.
10	Educational Institution /Career Opportunities	On May 2 nd , 2024, Bart Bedsole toured and instructed a local Girl Scout Troop on broadcast career opportunities and what a day as an Anchor would be like.
4	Community Group Event/Career Opportunities	On June 6 th , 2024, Staci-Lyn Onofre toured the Colorado Department of Transportation staff and helped them learn everything that goes into a newscast and how to produce news.

10	Educational Institution /Career Opportunities	On July 22 nd , 2024, Staci-Lyn toured prospective Colorado College students with Professor Corey Hutchins and guided these students on how to understand the different newsroom positions and careers in Journalism.
10	Educational Institution/Career Opportunities	On October 2 nd , 2024, Chevy Chevalier toured and instructed Cheyenne Mountain Elementary School students on broadcast career opportunities and what a day as a Meteorologist would be like.
10	Educational Institution – Metro State University	On May 2 nd , 2024, Staci-Lyn Onofre spoke with Metro State University students about careers in broadcast journalism.
10	Educational Institution /Career Opportunities	On September 20 th , 2024, Bart Bedsole visited Skyview Middle School to speak with students for a career day.
10	Educational Institution – Syracuse University	On September 27 th , 2024, Staci-Lyn Onofre spoke to Syracuse University students about careers in broadcast journalism.
10	Educational Institution /Career Opportunities	On November 13 th , 2024, Bart Bedsole spoke to students at Orton Academy about being a journalist for a career day assembly.