

EEO PUBLIC FILE REPORT

For the reporting period of 12 / 1 / 07 through 11 / 30 / 08

Prepared by: Kim Bratton, Business Manager
 Parent License Name: Bison Media, Inc.
 Station Call Letters: KGFT-FM, KBIQ-FM, KZNT-AM (Licensee / Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
KGFT	20579	FM	Pueblo, Co	
KBIQ	73073	FM	Manitou Springs, Co	
KGFT	70825	AM	Colorado Springs, Co	

A. The following is a list of all vacancies for full-time jobs filled during the reporting period:

Job Title	Date Open	Date Filled
Business Manager	8-8-08	8-8-08
Account Manager	1-08	1-21-08
Account Manager	12-26-07	4-22-08
Account Manager	12-26-07	8-18-08
Account Manager	12-26-07	9-2-08
Promotions Director	4-4-08	4-13-08
Promotions Director	6-3-08	6-5-08
Receptionist	1-21-08	1-21-08
Receptionist	4-13-08	4-20-08
Receptionist	9-29-08	9-29-08
Traffic Manager	9-29-08	9-29-08
Traffic Manager	11-11-08	11-11-08
Board Operator	1-08	1-21-08
Board Operator	2-08	3-2-08
Board Operator	5-08	6-11-08
Board Operator	8-08	8-29-08

B. During the reporting period, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

Recruitment Source	Address	Contact Person	Telephone Number
The Gazette Newspaper, springsjob.com, The Gazette website	30 S. Prospect Colorado Springs, CO 80903	Steve Larson	719-476-4814
KBIQ website	7150 Campus Drive Colorado Springs, CO 80920	Staci Bunton	719-531-5438
KBIQ radio advertising	7150 Campus Drive Colorado Springs, CO	Bret Bernal	719-531-5438

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C. The following is a list of recruitment sources which provided the person hired for each full-time position filled during the reporting period:

Job Title	Recruitment Source
Business Manager	Referral
Account Manager	Former Employee
Account Manager	Website
Account Manager	Referral
Account Manager	Referral
Promotions Director	Present Employee
Promotions Director	Walk-in
Receptionist	Website
Receptionist	Referral
Receptionist	Referral
Traffic Manager	Present Employee
Traffic Manager	Present Employee
Board Operator	Present Employee
Board Operator	Referral
Board Operator	Walk-in
Board Operator	Referral

D. During the reporting period, there were a total of 41 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

Recruitment Source Total No. of Interviewees

KBIQ website	9
Internal staff	4
Referrals	22
Unsolicited	5
Former Employee	1

E. During the reporting period, the station employment unit engaged in the following initiatives:

- 1. Management EEO Training.** During this reporting period, the Salem Corporate Human Resources Manager conducted monthly HR Network Training sessions via teleconference and PowerPoint presentations. The HR Network employee representative from the SEU participated in these training sessions, which included EEO policies and compliance. The HR Network representative routinely communicates with the General Manager and other management team members to keep all apprised of the company and station's policy on equal employment.

Name of Respondent: Bison Media, Inc.

KGFT-FM, KBIQ-FM, KZNT-AM

Signed: _____

Typed Name: Roger Harris

Title: General Manager

Date: November 30, 2008

Telephone No. 719-531-5438