

PILLAR MEDIA
3455 W 83rd Ave
Westminster, CO 80031

EEO PUBLIC FILE REPORT

For the period of December 1, 2023 to November 30, 2024

This report covers the following employment units:

| <u>Licensee</u> | <u>Call Sign</u> | <u>Facility ID Number</u> | <u>Type of Station</u> | <u>Location City, State</u> |
|-----------------|------------------|---------------------------|------------------------|-----------------------------|
| Pillar of Fire | KFCO | 35023 | FM | Bennett, CO |
| Pillar of Fire | KPOF | 52600 | AM | Westminster, CO |
| Pillar of Fire | KSRC | 38629 | FM | Watkins, CO |

Section 1 – Vacancy Information

| <u>Job Title</u> | <u>Date Filled</u> | <u>Recruitment Sources</u> | <u>Recruitment Source of Hire</u> | <u>Interviews</u> |
|---------------------------------------|--------------------|---|-----------------------------------|-------------------|
| On-Air Talent & Programming Assistant | 4/1/2024 | 2,5,6,7,8,10,11,12,14,15,16,17,18,19,20 | 2 | 6 |
| On-Air Talent & Programming Assistant | 4/1/2024 | 2,5,6,7,8,10,11,12,14,15,16,17,18,19,20 | 2 | 6 |
| Digital Operations Manager | 4/10/2024 | 1,2,5,6,7,8,10,11,12,14,15,16,20 | 2 | 4 |
| Broadcast Engineer / Technician | 5/13/2024 | 2,5,6,7,8,10,11,12,14,15,16,20 | 2 | 2 |
| Local Sales Manager | 4/22/2024 | 2,5,6,7,8,10,11,12,14,15,16,20 | 2 | 2 |
| Office Specialist | 5/6/2024 | 2,5,6,7,8,10,11,12,14,15,16,18,19,20, 21,22 | 2 | 2 |
| Executive Assistant | 8/12/2024 | 2,5,6,7,8,10,11,12,14,15,16,19,20 | 1 | 3 |

Section 2 – Recruitment Sources

| <u>RS Number</u> | <u>RS Information</u> |
|------------------|---|
| 5 | KFCO, KPOF, KSRC Radio - On Air |
| 2 | KFCO, KPOF, KSRC / Pillar Ministries websites – www.star1015denver.com, www.flodenver.com, www.kpof.org, www.pillar.org |
| 3 | Employee Referral |
| 4 | Non-Employee Referral |
| 5 | Colorado Broadcasting Association - www.coloradobroadcasters.org |
| 6 | His Air - www.hisair.net |
| 7 | Christian Music Broadcasters - www.CMBonline.org |
| 8 | Connecting Colorado - www.connectingcolorado.com |
| 9 | National Association of Broadcasters - www.nab.org |
| 10 | National Religious Broadcasters - www.nrb.org |
| 11 | Indeed - www.indeed.com |
| 12 | LinkedIn - www.linkedin.com |
| 13 | Facebook |
| 14 | Glassdoor |
| 15 | ZipRecruiter |
| 16 | Monster |
| 17 | Jora |
| 18 | Adzuna |
| 19 | MyJobHelper |
| 20 | Talent.com |
| 21 | CareerJet |
| 22 | Jobcase |

Pillar of Fire, the licensee of KFCO, KPOF, and KSRC, is a religious broadcaster as defined by the Federal Communications Commission (47 C.F.R. Section 73.2080). As a religious broadcaster, Pillar of Fire has established religious qualifications for all employee positions. In accordance with the FCC's rules, Pillar of Fire makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation.