

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.