

Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
FCC 397					
BROADCAST MID-TERM REPORT				FOR COMMISSION USE ONLY FILE NO. - 20161201AEM	
Legal Name of the Licensee KSE RADIO VENTURES, LLC					
Mailing Address 1000 CHOPPER CIRCLE					
City DENVER		State or Country (if foreign address) CO		Zip Code 80204 -	
Telephone Number (include area code) 3034051100			E-Mail Address (if available)		
FCC Registration Number 0024972499		Facility ID Number 59597		Call Sign KIMN	
TYPE OF BROADCAST STATION:					
<input checked="" type="checkbox"/> Commercial Broadcast Station <input type="checkbox"/> Radio <input type="checkbox"/> TV <input type="checkbox"/> Low Power TV <input type="checkbox"/> International		<input type="checkbox"/> Noncommercial Broadcast Station <input type="checkbox"/> Educational Radio <input type="checkbox"/> Educational TV			
Application Purpose					
<input checked="" type="checkbox"/> New Program Report <input type="checkbox"/> Amendment to Program Report					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
[Station List]					
Station List					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)	
KIMN	59597	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	DENVER, CO	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
KWOF	59972	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	BROOMFIELD, CO	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

KXKL	59959	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	DENVER, CO	<input type="radio"/> Yes <input checked="" type="radio"/> No
KKSE	30839	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	PARKER, CO	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name DAVID M. SILVERMAN, ESQ.		Street Address 1919 PENNSYLVANIA AVE., N.W. SUITE 800	
City WASHINGTON	State DC	Zip Code 20006-3401	Telephone Number 2029734200

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent JAMES A. MARTIN

Title EXECUTIVE VICE PRESIDENT	Telephone No. (include area code) 3034051100
Date 12/1/2016	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name: BRENDA EGGER	Title: SENIOR VICE PRESIDENT/GENERAL MANAGER
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1
Description: EEO PUBLIC FILE REPORT

LICENSEE ACQUIRED THESE STATIONS IN DECEMBER 2015, THEREFORE, WE ARE ATTACHING ONLY THE EEO PUBLIC FILE REPORT FOR 2015-2016.

Attachment 1

Description
KSE 2015-2016 EEO Public File Report

KIMN-FM, KKSE-AM, KWOE-FM, KXKL-FM
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 5-7, 9-11, 13, 17-24, 28-30, 33-36, 39-40	20
Account Executive	1, 5-7, 9-11, 13, 17-24, 28-30, 33-36, 39-40	39
Account Executive	1, 5-7, 9-11, 13, 17-24, 28-30, 33-36, 39-40	13
Account Executive	1, 5-7, 9-11, 13, 17-24, 28-30, 33-36, 39-40	13
Account Executive - Radio	1-6, 8, 12-15, 17-19, 22-23, 27, 29, 31, 35, 38	22
Broadcast Engineer	1-4, 6-19, 21, 23-25, 28-30, 32-36, 38, 40	16
Digital Media Assistant	1, 3, 5-11, 13-14, 17-19, 21, 23-24, 29, 33-36, 40	13
Executive Assistant	1-4, 6-15, 17-19, 21-25, 28-30, 32-36, 38, 40	22
Promotions Coordinator	1, 5-7, 9-11, 13-14, 17-21, 23-24, 26, 29, 33-36, 40	26
Sales Manager	1-15, 17, 21-23, 25, 28-30, 32-38, 40	22

KIMN-FM, KKSE-AM, KWOE-FM, KXKL-FM

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Adams County Employment Center 12200 Pecos St Westminister, Colorado 80234 Phone : 303-453-8600 Email : acbusssvc@co.adams.co.us Rebecca Lloyd	N	0
2	Aims College Colorado Url : http://www.myinterfase.com/aimscs/employer Rachael Davis Manual Posting	N	0
3	allaccess.com Colorado Url : http://www.allaccess.com Career Services Manual Posting	N	0
4	Arapahoe Community College 5900 S Santa Fe Dr Littleton, Colorado 80120 Phone : 303-797-5809 Jan McLees Manual Posting	N	0
5	Art Institute Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4921 Email : clundin@aia.edu Fax : 1-303-824-4907 Carol Lundin	N	0
6	Center for People with Disabilities 615 N Main Longmont, Colorado 80501 Phone : 303-772-3250 Email : cheryl@cpwd.org Fax : 1-303-772-5125 Cheryl Hodgson	N	0
7	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0

KIMN-FM, KKSE-AM, KWOE-FM, KXKL-FM**EEO PUBLIC FILE REPORT**

December 1, 2015 - November 30, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Colorado Broadcasters Association 333 W. Hampden Ave. Ste 620 Englewood, Colorado 80110 Url : http://www.coloradobroadcasters.org/ Marilyn Hogan Manual Posting	N	0
9	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0
10	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 720-897-7528 Url : www.beonair.com Email : tmclaughlin@beonair.com Tim McLaughlin	N	0
11	Colorado State University - Pueblo 2200 Bonforte Blvd. Pueblo, Colorado Phone : (719) 549-2512 Email : michelle.gjerde@colostate-pueblo.edu Fax : 1-719-549-2289 Michelle Gjerde	N	0
12	Community College of Denver PO Box 173363 Denver, Colorado 80217 Phone : 303-556-2600 Ben Weinrauch Manual Posting	N	0
13	Company Websites 1000 Chopper Circle Denver, Colorado 80204 Phone : 3034051189 Matt Williams Manual Posting	N	4

KIMN-FM, KKSE-AM, KWOE-FM, KXKL-FM**EEO PUBLIC FILE REPORT**

December 1, 2015 - November 30, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Countryaircheck.com 914 18th Ave. S. Second Floor Nashville, Tennessee 37212 Phone : 615-320-1450 Url : countryaircheck.com Email : news@countryaircheck.com --	N	0
15	craigslist.org Colorado Url : http://www.craigslist.org Career Services Manual Posting	N	0
16	Current Employee	N	1
17	Denver Indian Community Center 4407 Morrison Rd Denver, Colorado 80219 Phone : 303-936-2688 Email : eileen@denverindiancenter.org Eileen Masquest	N	0
18	Denver Inner City Parish 1212 Mariposa St Denver, Colorado 80204 Phone : 303-629-0636 Fax : 1-303-629-7703 Rita Roberts	N	0
19	Denver Public Schools 900 Grant St #404 Denver, Colorado 80206 Phone : 720-423-2300 Fax : 1-720-423-2505 Career Services	N	0
20	Did not indicate (Source Unknown)	N	4
21	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Stephen Martinez	N	0
22	Employee Referral	N	4

KIMN-FM, KKSE-AM, KWOE-FM, KXKL-FM**EEO PUBLIC FILE REPORT**

December 1, 2015 - November 30, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Hispanic Chamber of Commerce 924 W Colfax Denver, Colorado 80204 Phone : 303-534-7783 Email : jespinoza@hispanicchamberdenver.org Fax : 1-303-595-8977 Jenna Espinoza	N	0
24	Indeed 1000 Chopper Circle Denver, Colorado JoAnne Wilkinson Manual Posting	N	3
25	Inside Radio PO Box 567925 Atlanta, Georgia 31156 Phone : 8002484242x711 Gene McKay Manual Posting	N	0
26	Internal Candidate	N	3
27	Internal Posting 720 S Colorado Blvd Ste 1200N Denver, Colorado 80246 Phone : 303-228-2018 Email : mwalters@wilksdenver.com Meghan Walters	N	0
28	Media Recruiter 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.mediarecruiter.com/ Art Scott Manual Posting	N	0
29	Mi Casa Resource Center for Women 360 Acoma Denver, Colorado 80204 Phone : 303-539-5658 Email : kstran@micasaresourcecenter.org Fax : 1-303-595-0422 Karen Fox Elwell	N	0

KIMN-FM, KKSE-AM, KWOE-FM, KXKL-FM**EEO PUBLIC FILE REPORT**

December 1, 2015 - November 30, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Monster unknown New York, New York Url : http://www.monster.com/ N/A N/A Manual Posting	N	0
31	None indicated (Source Unknown)	N	1
32	Radio Advertising 720 S Colorado Blvd Ste 1200N Denver, Colorado 80246 Radio Advertising Manual Posting	N	0
33	Red Rocks Community College 13300 W. 6th Ave. Box 10 Lakewood, Colorado Phone : (303) 914-6389 Email : nancy.Carlson@rrcc.edu Nancy Carlson	N	0
34	Regis College 3333 Regis Blvd F-14 Denver , Colorado Url : www.regis.edu/careerservices Email : jobs@regis.edu Karen Adducci	N	0
35	Samaritan House 2301 Lawrence St Denver, Colorado 80205 Phone : 303-294-0241 Email : thorton@ccdenver.org Tom Horton	N	0
36	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu Roseann Wagner	N	0

KIMN-FM, KKSE-AM, KWOE-FM, KXKL-FM**EEO PUBLIC FILE REPORT**

December 1, 2015 - November 30, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	University of Denver 2050 E Evans Denver, Colorado 80210 Phone : 303-871-2150 Email : career@du.edu Chanty Na	N	0
38	University of Denver 2050 E Evans Ave, Ste 30 Driscoll Center South Denver, Colorado 80208 Phone : 303-871-2150 -- Manual Posting	N	0
39	Unknown Referral Source	N	1
40	Urban League 5900 E. 39th Avenue Denver, Colorado Phone : (303) 388-5861 Email : mhancock@denverurbanleague.org Rod Cowherd	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

KIMN-FM, KKSE-AM, KWOE-FM, KXKL-FM**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/1/2016	Establishment of a mentoring program	Created three summer internship opportunities, under Production and Marketing.	3	Sr. Director of Human Resources SVP Programing Program Director
2	5/9/2016	Participation in Job Fairs	KIMN, KWOE, KXKL and KKSE participated in the virtual job fair from 5/9/16 through 5/13/16.	4	Sr. Director of Human Resources
3	10/13/2016	Hosting of Job Fair	Teamwork Online Career Fair.	4	Sr. HR Manager HR Coordinator HR Generalist
4	10/17/2016	Participation in Job Fairs	KIMN, KWOE, KXKL and KKSE participated in the virtual job fair from 10/17/16 through 10/21/16.	4	SR. HR Manager
5	10/19/2016	Participation in Job Fairs	DU Career Fair	4	SR HR Manager
6	10/20/2016	Participation in Job Fairs	University of Colorado Media School Fall Career/Internship Fair	4	HR Generalist

Federal Communications Commission

FCC MB - CDBS Electronic Filing

Account number: 855452

**Description: KSE RADIO VENTURES - BROADCAST MID-TERM REPORT
(12/2016)**

Application Reference Number: 20161201AEM

Successfully filed at Dec 1 2016 3:39PM

Based on the information supplied, no fee is required.

[Menu](#)

[Logout](#)