

KKTV(TV)
EEO PUBLIC FILE REPORT
12/1/2015-11/30/2016

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

[illegible]

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Colorado College Career Center/Gretchen Wardell 719-389-8930 14 E. Cache La Poudre Colorado Springs, CO 80903 Gretchen.wardell@coloradocolldge.edu	Yes	0
2	KKTV Job Line Barbara Cobleigh 719-457-8208 3100 N. Nevada Avenue Colorado Springs , CO 80907	No	0
3	NATAS Heartland Chapter Audrey Elling, Executive Director 303-722-0916 2140 S. Ivanhoe St., Suite G-3 Denver, CO 80222 office@emmyawards.tv	No	0
4	TVJobs.com Mark C. Holloway 760-754-8177 PO Box 4116 Oceanside, CA 92052 admin@tvjobs.com	No	8
5	Medialine Mark Shilstone 800-237-8073 PO Box 51909 Pacific Grove, CA 93950 medialine@medialine.com	No	0
6	Spots n Dots april@spotsndots.com	No	0
7	Ohio Center for Broadcasting Colorado Campus Mark Lillie 303-937-7070 1310 Wadsworth Blvd, Suite 100 Lakewood, CO 80214 Placement.denver@beonair.com	No	0

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8	University of Colorado at Colorado Springs Career Center Bev Kratzer 719-262-3340 1420 Austin Bluffs Pkwy Colorado Springs, CO 80918 jobhelp@uccs.edu	Yes	0
9	Gray Job Bank Dottie Boudreau (Gray Job Coordinator All Gray) Atlanta, GA Dottie Boudreau@gray.tv	No	4
10	Pikes Peak Community College Jacqueline Tomrdle 719-502-3050 Sharon Hogg 719-502-3128 5675 South Academy Blvd Colorado Springs, CO 80906 Jacqueline.tomrdle@ppcc.edu	Yes	1
11	Self-Referral/Employee Email	No	7
12	Non-Employee Referral	No	5
13	Employee Referral	No	7
14	Rick Gevers & Associates P O Box 577 Zionsville, IN 46077-0577 317-769-7900 (phone) 317-769-7910 (fax) rick@rickgevers.com	No	0
15	Society of Broadcast Engineers 9102 N. Meridian St., Suite 150 Indianapolis, IN 46260 317-846-9000 Phone 317-846-9120 Fax mclappe@sbe.org	No	0

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16	Hastings College 710 N. Turner Hastings, NE 68091 800-532-7642 lmatthias@hastings.edu	No	0
17	Division of Vocational Rehabilitation Tom H. Martinez Jr., Business Outreach Specialist 1365 Garden of the Gods Road #250 Colorado Springs, CO 80907 719-635-3585 Thomas.martinez@state.com.us	No	0
18	Craig's List www.craigslist.org	No	0
19	The Broadcast Image Group Broadway, Suite 100 P O Box 2401 San Antonio, TX 78298-2401 210-828-6664 (T) 210-828-6225 (F)	No	0
20	KKTV On-Air Announcements	No	0
21	MediaBistro www.mediabistro.com	No	0
22	NewscheckMedia (Fee) 24 Lancaster Ave, Suite 205 Ardmore, PA 1903 www.netnewscheck.com/classifieds Patty Hersh	No	0
23	KKTV.com gdsmsupport@gray.tv	No	16
24	Smart Recruiters www.smartrecruiters.com	No	0

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25	Facebook Attention Support Department 415 P O Box 10005 Palo Alto, CA 94303 www.facebook.com/business/help/	No	0
26	Indeed, Inc 6433 Champion Grandview Way Building 1 Austin, TX 78750 800-462-5842 https://employers.indeed.com/post-job	No	3
TOTAL INTERVIEW WEES OVER 12- MONTH PERIOD			51

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host Internship Program (1)	<p>During the reporting period, KKTV hosted an internship program designed to provide students with a behind-the-scenes understanding of broadcast media. News interns experience every aspect of news gathering and dissemination and work directly with reporters, producers, photographers, and digital specialists. Meteorology interns experience every aspect of weathercasting and work directly with meteorologists to forecast and broadcast a weather segment.</p> <p>During the Summer Semester, our station hosted the following student:</p> <p>1 student from the University of Northern Colorado who was supervised by the Chief Meteorologist.</p>
2	Participate in events/programs for or on behalf of community organizations related to broadcast careers. (3)	<p>On March 5, 2016, one of our Reporters spoke to a group of about 15-20 middle school students at a Girls in the Middle Conference in Lamar, CO about journalism and opportunities in broadcasting.</p> <p>On June 15 through June, 16, 2016, the General Manager attended a NAB/Media Sales Institute conference in Phoenix, AZ. He interviewed approximately 20 students for media sales positions and educated them on opportunities in the industry.</p> <p>On September 19, 2016, our Sports Director supervised a job shadow student from The Classical Academy in Colorado Springs, CO. He watched and was instructed on the</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
		preparation and airing of a live news cut-in and the preparation of a sports news segment. The Sports Director shared information about how to pursue a career in broadcasting including the type of education to pursue.
3	Participate in at least four job fairs by station personnel who have substantial responsibility for hiring decisions (3)	<p>On April 17, 2016, the Chief Meteorologist attended a job fair at the World Arena for businesses in the Community. He spoke with many job seekers and shared information about broadcast career opportunities.</p> <p>Our News Director attended and participated in a Job Fair on October 22, 2016 at a NATPE/Denver Program Job Fair. She held a mock interview with a college student witnessed by a large crowd. She also participated in a Q&A panel for about 100 students planning careers in the media industry.</p> <p>On October 27, 2016, the Promotions Manager staffed a table at the Colorado Career Project Job Fair at the University of Colorado of Colorado Springs. He spoke with approximately 12 job seekers and spoke with them about broadcasting career opportunities.</p>
4	Participate in events/programs for or on behalf of educational institutions related to broadcast careers (4)	<p>On February 10, 2016, the Morning News Anchor spoke to a class of about 20 graduate students at Colorado Technical University in Colorado Springs on media impact on the public and media careers.</p> <p>In May 12, 2016 one of our Meteorologists attended Career Day at Mountain Ridge Middle School and spoke to a class of 8th graders about, journalism, broadcasting and news careers.</p>

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		<p>On October 30, 2106, the Chief Meteorologist spoke to a Media and Public Relations class at the University of Colorado at Colorado Springs about opportunities in broadcasting. There were approximately 30 students present.</p> <p>On November 18, 2016, one of our Meteorologists spoke to a group of middle school students on Career Day at Goddard Middle School in Littleton, CO about careers in news and meteorology.</p>