

**KKCO-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 – November 30, 2016**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Anchor/Producer/Reporter	1,2, 3, 4, 5, 6, 7, 9, 10, 11, 13, 14	4
Multimedia Journalist	1,2, 3, 4, 5, 6, 7, 9, 10, 11, 13, 14	1
Anchor/Producer/Reporter	1,2, 3, 4, 5, 6, 7, 9, 10, 11, 13, 14	1
Anchor/Producer/Reporter	1,2, 3, 4, 5, 6, 7, 9, 10, 11, 13, 14	2
Anchor/Producer/Reporter	1,2, 3, 4, 5, 6, 7, 9, 10, 11, 13, 14	1
Account Executive	1,2, 3, 4, 5, 6, 7, 9, 10, 11, 13, 14, 15	15
Technical Media Producer	1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 13, 14	5
Media Specialist	1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 13, 14	14
Account Executive	1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 13, 14, 15	9
Account Executive	1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 13, 14, 15	11
Website Producer	1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 13, 14	1
Multimedia Journalist	1, 2, 4, 5, 9, 10, 11	1
Account Executive	1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 13, 14, 15	15
Asst. News Director	2, 4, 5, 9, 10, 11	4
Sports Anchor/Reporter	1, 2, 5, 9, 10, 11	1

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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	<b>Station Website – www.nbc11news.com</b>	N	21
2	<b>TV Jobs.com</b> P.O. Box 4116 Oceanside, CA 92025 Mark Holloway admin@tvjobs.com	Y	14
3	<b>Mesa County Workforce Center</b> 544 Rood Avenue Grand Junction, CO 81501 Kasey McIntyre 970-244-1800 Connectingcolorado.org <i>Goes into statewide database</i>	N	1
4	<b>Gray Television Group, Inc.</b> (Weekly postings to other Gray stations) 4370 Peachtree Road, NE Atlanta. GA 30319 404-266-8333 dottie@gray.tv	N	6
5	<b>Internal Postings/Candidates</b>	N	4
6	<b>Colorado Mesa University</b> 1100 North Avenue Grand Junction, CO 81501 Diane Kull Ph. 970-248-1020 Fax. 970-248-1267 jobs@coloradomesa.edu	N	0
7	<b>University of Colorado, Boulder</b> Center for Community N352, 133 UCB Boulder, CO 80309-0133 Christine Mahoney 303-492-5480 christine.mahoney@colorado.edu (News Positions only)	N	0
8	<b>Intellitec College</b> 722 Horizon Drive Grand Junction, CO 81506 970-245-8101 <i>Sales/Admin Assistant only</i>	N	0
9	<b>Word of Mouth- Other Miscellaneous</b>	N	11
10	<b>KKCO Internship Promotion</b>	N	0
11	<b>Local Job Fairs</b>	N	7

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12	<b>GJ Chamber of Commerce</b> 360 Grand Avenue Grand Junction, CO 81501 970-242-3214 jobs@gjchamber.org <i>Posting to Chamber website</i>	N	0
13	<b>Collective Talent</b> 1721 Richardson Place Tampa, FL 33606 Michael Bille 813-254-9695 bille@michaelsmedia.com	N	0
14	<b>Ohio Center of Broadcasting</b> 404 S. Upham Street Denver, CO 80226 Terry Cuff 303-937-7070 tcuff@beonair.com	N	1
15	<b>On Air Commercial</b>	N	3
Total Interviewees:			68

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Established an Internship program for local college & high school students in the news department.	<p>During this reporting year, one intern participated in KKCO's internship program.</p> <p>Winter Semester: 1 intern worked in the News Department beginning February 2, 2016</p>
<b>2</b>	Participate in local job fairs	<p>On January 28, 2016, KKCO participated in the Jump Start Job Fair at the Mesa County Workforce Center discussing open positions and necessary qualifications.</p> <p>On February 1-7, 2016, KKCO participated in the Colorado Broadcasters Association virtual job fair. The GM, Local Sales Manager, News Director, HR Mgr. were all available for questions and comments.</p> <p>On May 9-16, 2016, KKCO participated in the Colorado Broadcasters Association virtual job fair. The GM, Local Sales Manager, News Director, HR Mgr. were all available for questions and comments.</p> <p>On August 22-28, 2016, KKCO participated in the Colorado Broadcasters Association virtual job fair. The GM, Local Sales Manager, News Director, HR Mgr. were all available for questions and comments.</p>
<b>3</b>	Community Outreach:	On September 21, 2016, our Meteorologist visited Pomona Elementary to discuss being a weatherman and meteorology.
<b>5</b>	Hosted Station Tours:	<p>On July 28, 2016, KKCO hosted an informative station tour for Maslow Academy of Applied Learning, which included watching a live newscast in progress.</p> <p>On September 20, 2016, KKCO hosted an</p>

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	<p>informative station tour for Holy Guardian Angel School, which included watching a live newscast in progress.</p> <p>On September 30, 2016, KKCO hosted an informative station tour for Scenic Elementary, which included watching a live newscast in progress.</p> <p>On October 19, 2016, KKCO hosted an informative station tour for Wingate Elementary, which included watching a live newscast in progress.</p>
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