

KKTV
EEO PUBLIC FILE REPORT
12/1/2020 thru 11/30/2021

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
ANCHOR - PRIMARY DAYSIDE	1-10, 12, 14-16	12
ANCHOR - PRIMARY DAYSIDE	1-10, 13, 15-16	13
ANCHOR -PRIMARY EVENING	1-10, 12, 14-16	12
ANCHOR -PRIMARY EVENING	1-10, 15-16	7
MM JOURNALIST	1-10, 15-16	9
ACCOUNT EXECUTIVE	1-10, 15-16	7
ACCOUNT EXECUTIVE	1-10, 13, 15-16	13
METEOROLOGIST	1-10, 15-16	7
ASSISTANT -SALES	1-10, 15-16	9
MM JOURNALIST	1-10, 12, 14-16	12
PRODUCER (ASSO)	1-10, 12, 14-16	12
MM JOURNALIST	1-10, 12, 14-16	12
PRODUCER (ASSO)-CR SVCS	1-10, 12, 14-16	12
PRODUCER (ASSO)	1-10, 15-16	9
PRODUCER (ASSO)	1-10, 13, 15-16	13
ASSISTANT -SALES	1-10, 15-16	9
ACCOUNT EXECUTIVE	1-11, 13, 15-16	11
TMP (PRIMARY)	1-10, 15-16	7
COORD -COPY	1-10, 15-16	9
PRODUCER (ASSO)	1-10, 13-16	14
PRODUCER (PRIMARY)	1-10, 13, 15-16	13
ANCHOR-WEEKEND MORNING	1-10, 12, 14-16	12
LIFESTYLE HOST	1-10, 15-16	9
PRODUCER-WEEKEND MORNING	1-10, 12, 14-16	12
EDITOR PHOTOGRAPHER	1-10, 13, 15-16	13

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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 Reporting Period
1	Colorado College, Gretchen Wardell 14 E. Cache La Poudre Career Center Colorado Springs, CO 80903 719-389-8930 gretchen.wardell@coloradocollege.edu	YES	0
2	KKTV Job Line 520 East Colorado Avenue Colorado Springs, CO 80903 719-457-8208 pmasias@kktv.com	NO	0
3	NATAS Heartland Chapter 2140 S. Ivanhoe St Suite G-3 Denver Colorado 80222 303-722-0916 office@emmyawards.tv	NO	0
4	TV Jobs. Com Mark C. Holloway P. O. Box 4115 Oceanside, CA 92052 800-237-8073 admin@tvjobs.com	NO	0
5	Medialine P. O. Box 52909 Pacific Grove, CA 92052 800-237-8073 medialine@medialine.com	NO	0
6	KKTV On Air Announcements	NO	0
7	KKTV.com Job Site Gray Television Digital jobs@gray.tv	NO	21
8	Handshake https://joinhandshake.com	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	HR@gray.tv All jobs posted to this site are automatically posted to Indeed.com	NO	19
10	Colorado Media School 404 South Upham Street Lakewood, CO 80226 Debbie Byrd, Career Services dbyrd@beonair.com	NO	0
11	Spots N Dots 167 Oakdale Road Johnson City, NY 13790 888-884-2630	NO	1
12	Self-Referral – KKTU Email	NO	8
13	Non-Employee Referral	NO	5
14	Employee Referral	NO	7
15	Colorado Technical University CTU Career Services/ Colorado Springs bbraaten@coloradotech.edu eoletski@coloradotech.edu CTU Career Services/ Aurora ajarmillo@coloradotech.edu		0
16	Society of Broadcast Engineers 9102 North Meridian St Suite 150 Indianapolis, IN 46260 317-846-7900 phone/ 317-846-9120 fax mclappe@sbe.org	NO	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			61

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	EEO Management Training	<p>The Station Engineering-IT Manager and Creative Service Director participated in the Diversity in Hiring and the Workplace training through The Adaway Group from 5/11 – 6/10/201.</p> <p>The program included training on Shared language around diversity, equity, inclusion, power and the four levels of oppression. How biases influence your interactions and decision making and ways to mitigate them. Ways to spot how implicit bias and microaggressions show up in media and how to avoid it. How to champion equity and inclusion efforts and involve your staff in the process. Handling conflict, making mistakes and having difficult conversations across difference. How to avoid common faux pas made regarding: gendered language, race, class and ability. How to apologize effectively –particularly to those with marginalized identities</p>
2	Mentoring Programming	<p>The station has created a structured mentoring program to enable employees to obtain skills that allow them to be promoted.</p> <p>During this reporting year, 2 sales assistants participated in a 6 week program and were subsequently promoted.</p>